



# **FY-21 Active-Duty Line Community Brief Disclaimer**

**This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.**

**Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.**

**ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-21 STATUTORY SELECTION BOARDS.**

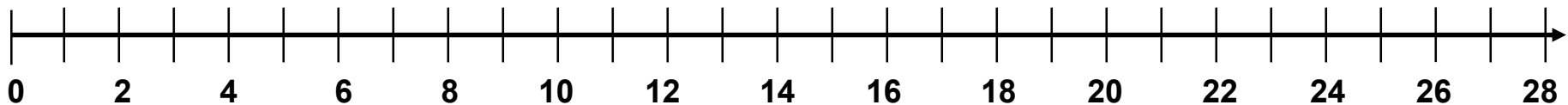


# Fleet Support Officer

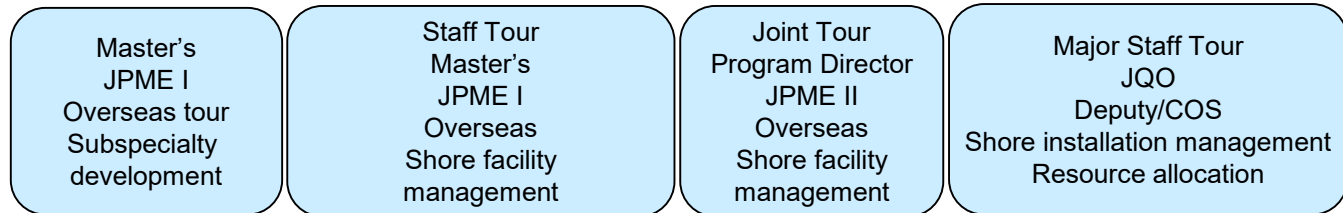
## Career Progression

### Career Path

FLEET EXPERIENCE TOUR	DIVO	DH	DH	STAFF TOUR/ XO/OIC	STAFF TOUR/ XO/OIC	STAFF TOUR/ XO/OIC	MAJOR STAFF/ CO	MAJOR STAFF/ CO	MAJ CMD
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### Typical Billets



#### ADMINISTRATIVE BOARDS:

XO/OIC:	N/A
CDR CMD:	N/A
MAJ CMD:	N/A



# Fleet Support Officer

## *Community Values*

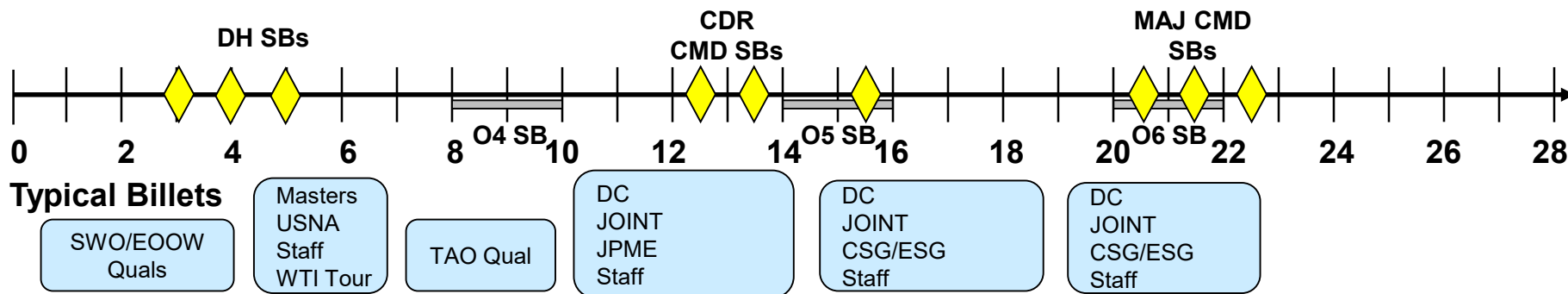
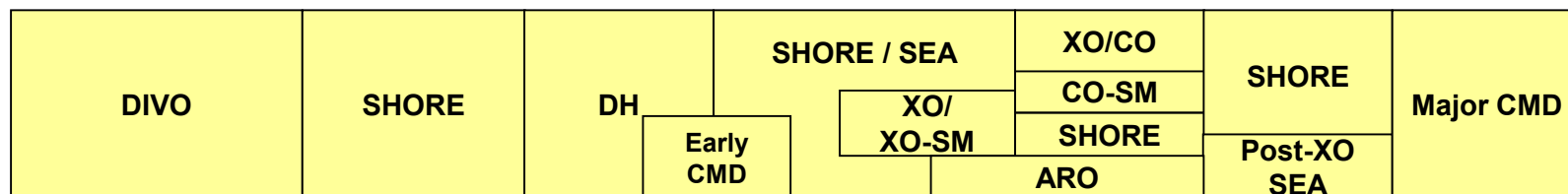
- **Sustained Superior Performance**
  - In billets of increasing complexity, responsibility, and scope
- **Proven Leadership Positions in Shore or Joint Assignments**
  - Officers successfully serving as XO and CO ashore or in challenging joint assignments demonstrate the qualities required by the community
- **Career Paths**
  - Officers serving in leadership positions in critical specialty areas provide unique subject area expertise in the following areas:
    - Anti-submarine Warfare (IUSS)
    - Shore Installation Management (SIM)
    - Strategic Sealift Operations
    - Pol-Mil Affairs



# Surface Warfare Officer

## Career Progression

### Career Path



#### CO-SM billets

- Milestone Screened
- Due Course
- Eligible for and have previously screened for Major Command / O6

#### XO-SM billets

- Milestone Screened
- Due Course
- Eligible for and have previously screened for O5 Command

#### ADMINISTRATIVE BOARD RATES:

<b>DH BOARD (JUN 19):</b>	<b>60%</b>
<b>CDR CMD (DEC 18):</b>	<b>38%**</b>
<b>MAJ CMD (NOV 18):</b>	<b>31%</b>

\*\* 42% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 68%. Major Command Screening includes CRUDES, Amphib, and Shore Major Screening.



# Surface Warfare Officer

## *Community Values*

### ▪ Valued achievements prior to LIEUTENANT COMMANDER

- Service at Sea - Successful DIVO sea tours
- Screened for Department Head Afloat
- Graduate Education and other Talent Management special programs are highly valued by the SWO Community but sometimes result in NOB FITREPs. This should not be viewed negatively for these highly talented, screened officers.
- Some of our most talented Department Heads are transferred to Surface Warfare Officer School up to 12 months prior to their class convening dates as a means of mitigating PCS costs. These short tours may result in Promotable or NOB promotion recommendations, but this should not be viewed negatively by the board.

### ▪ Valued achievements prior to COMMANDER

- Service at Sea - Successful breakout performance as Department Head Afloat or in Post-Department Head Sea Duty
- Staff billets on operational staffs converted from milestone to post-milestone tours in CY-18. As a result, talented Department Heads returned to sea to serve in these critical afloat staff billets and should not be viewed negatively.
- Attain Command Qualification AQDs indicating they are qualified to command at sea
- Screened for or serving in XO-CO Fleet-Up/CO-SM/XO Afloat/XO-SM

### ▪ Valued achievements prior to CAPTAIN

- Service at Sea - Successful performance as Commanding Officer
- Officers successfully serving in community, operational, or challenging joint assignments following sea or shore CO assignment, including Special Mission (SM)
- Demonstrated leadership in shore and/or joint assignments

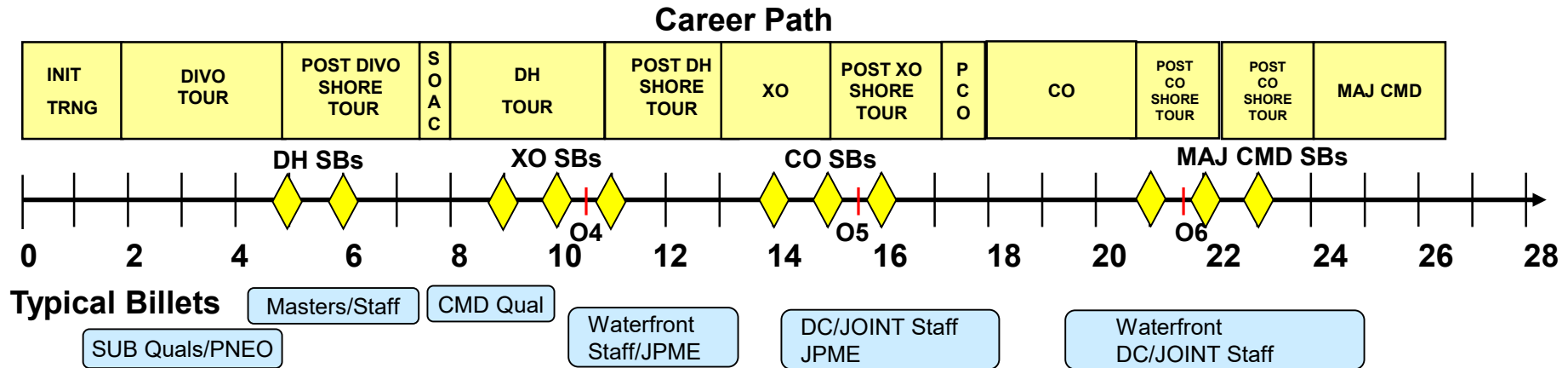
### ▪ Special Mission (SM) assignments

- SWOs filling CO-SM positions are leading Sailors in front-line, operational missions. Officers of this caliber are eligible for and have previously screened for Major Command.
- SWOs screened for or serving in XO-SM tours are leading Sailors in critical operational assignments. Officers of this caliber are eligible for and have previously screened for Commander Command.
- SWOs screened for or serving as AROs on CVNs are leading Sailors in critical operational assignments. Officers of this caliber are eligible for and have previously screened for Commander Command.



# Submarine Warfare Officer

## Career Progression



### COMMUNITY CORE VALUES:

- Sustained Superior Performance at Sea
- LCDR – Served/Serving DH
- CDR – Served/Serving XO
- CAPT – Served/Serving CDR Command
- Naval Nuclear Propulsion Program
- National Security Tasking/Theater ASW
- Strategic Deterrence

### ADMINISTRATIVE BOARDS RATES:

DH SCREENING (May 19):	88%
XO SCREENING (May 19):	57% *
CO SCREENING (May 19):	64% *
MAJ CMD (Nov 18):	57%

\*Combined XO/CO selection rates result in 36% opportunity for DHs to serve as CO



# Submarine Warfare Officer

## *Community Values*

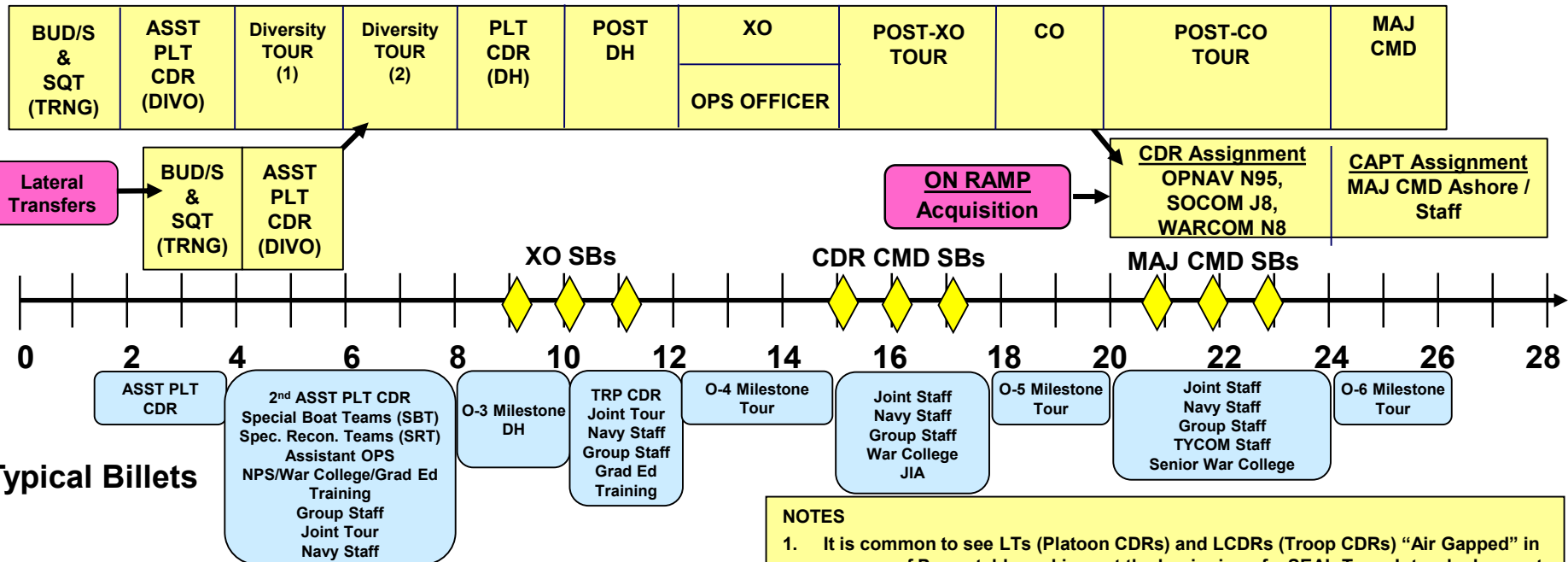
- **At sea sustained superior performance is the foundation of the Submarine Community**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Serving as DH at sea
- **Valued achievements prior to COMMANDER**
  - Serving as XO at sea
  - Essential submarine operational readiness and training assignments (Submarine Learning Center/Facility XO, Naval Submarine Training Center/Detachment XO, Trident Training Facility XO, Nuclear Power Training Unit Moored Training Ship XO, Submarine Squadron Staff XO)
  - XO ashore assignments (Pre-Commissioning Unit XO, Undersea Rescue Command XO, Strategic Systems Programs Flight Test Unit XO, Undersea Warfare Development Center Tactical Analysis Group XO, Base/Installation XO)
  - CO/OIC as LCDR (e.g. NAUTILUS, NSTCP DET Guam)
- **Valued achievements prior to CAPTAIN**
  - Serving as CO at sea
  - CO ashore assignments in essential operational readiness and training assignments (Naval Submarine Support Command CO, Naval Ocean Processing Facility CO, Undersea Rescue Command CO, Unmanned Underwater Vehicle Squadron CO, Naval Data Center CO)
- **Graduate Education in any subspecialty is valued regardless of source or method of achievement (e.g., civilian institution, Naval War College, Naval Postgraduate School, Distance Learning)**



# Special Warfare (SEAL) Officer

## Career Progression

### Career Path



#### DEPARTMENT HEAD (DH) TOURS (AQD: QD9):

- SEAL Team Platoon Commander (PLT CDR)
- SEAL Delivery Vehicle (SDV) PLT CDR
- NSW Development Group (NSWDG) Maritime Mobility CDR
- Special Boat Team (SBT) Troop Commander (TRP CDR)
- Special Reconnaissance Team (SRT) Troop Commander (TRP CDR)
- BTC Phase or SQT Division Officer

#### NOTES

1. It is common to see LTs (Platoon CDRs) and LCDRs (Troop CDRs) "Air Gapped" in a group of Promotable rankings at the beginning of a SEAL Team Inter-deployment Training Cycle (IDTC). This allows the CO to properly evaluate officers after completing key training requirements.
2. NSW values all milestone tours equally (sea, shore, and acquisition). A member's milestone tour may be the only shore tour during his career due to limited NSW inventory and operational requirements. Boards should evaluate all NSW milestone tours equally, regardless of the type of duty.

#### ADMINISTRATIVE BOARD RATES (HISTORICAL 5-YEAR AVERAGE):

XO SCREENING:	83%
CDR CMD:	69%
MAJ CMD:	49%





# Special Warfare (SEAL) Officer

## *Community Values*

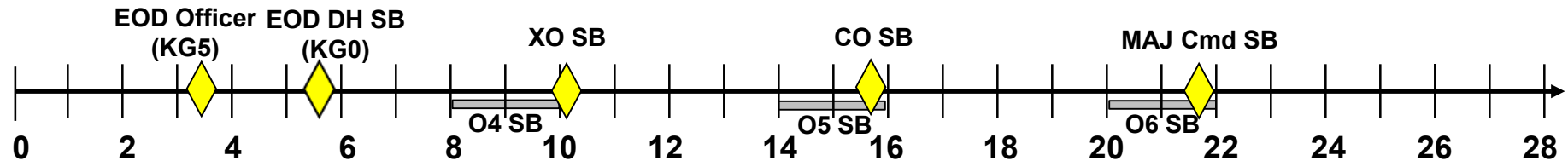
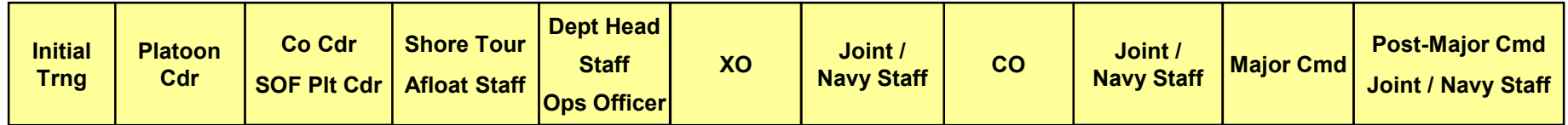
- **Sustained/superior performance in tactical/operational positions, in each milestone, is the foundation of the NSW community**
- **Valued Achievements prior to LIEUTENANT COMMANDER**
  - Served/Serving Department Head
  - Valued: Diversity of NSW experience / Graduate Education / JPME Phase I
- **Valued Achievements prior to COMMANDER**
  - Served/Serving XO (Afloat, Ashore, or Acquisition) or Operations Officer
  - Valued: Joint / USN Experience (JCS, OPNAV, NPC, Fleet, SOCOM, TSOC, JSOC)
  - Valued: Diversity of NSW experience (SEAL Team/SBT/SDV/NSWDG/SRT) / Overseas Assignments / Acquisition Experience / Graduate Education / JPME I
- **Valued Achievements prior to CAPTAIN**
  - Served/Serving Commanding Officer (Afloat, Ashore, or Acquisition)
  - Valued: MAJCOM / Joint staff experience (Joint Qualified Officer (JQO) Designation)
  - Valued: Member of Acquisition Corps (AC) / JPME II



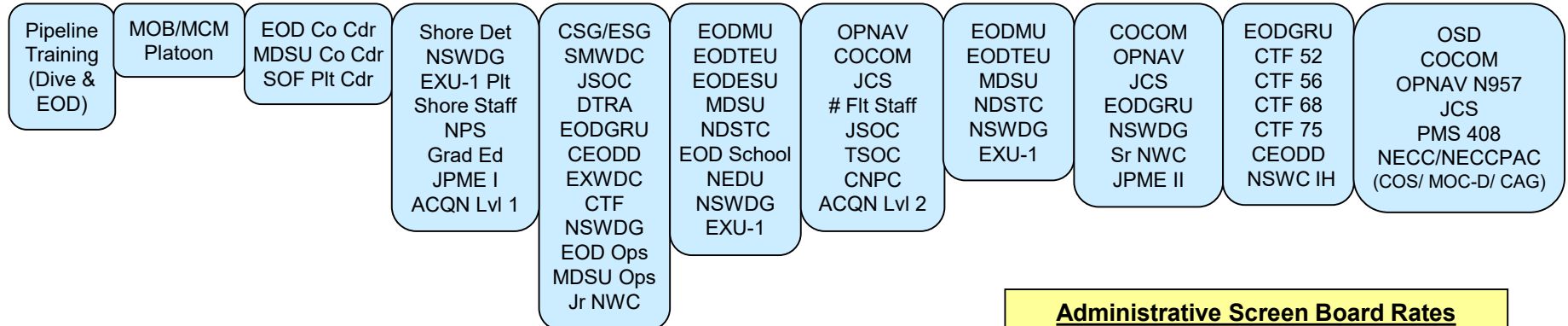
# Explosive Ordnance Disposal Officer

## Career Progression

### Career Path



### Typical Billets



#### Administrative Screen Board Rates

DH Screening (Dec 18)	100%
XO Screening (Dec 18)	24.4%
CO Screening (Dec 18)	32.0%
MAJ CMD Screening (Nov 18)	37.5%



# Explosive Ordnance Disposal Officer

## *Community Values*

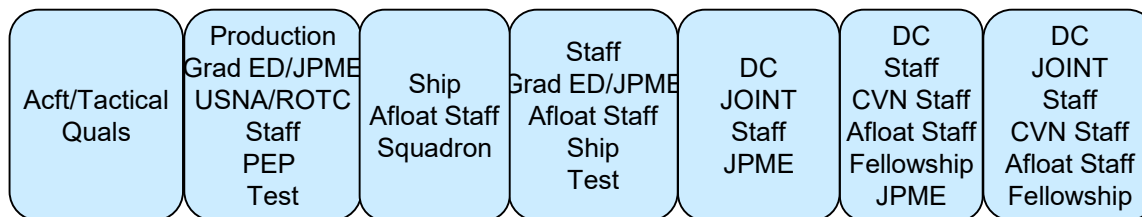
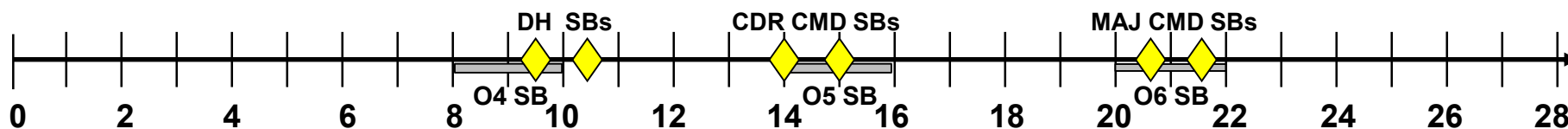
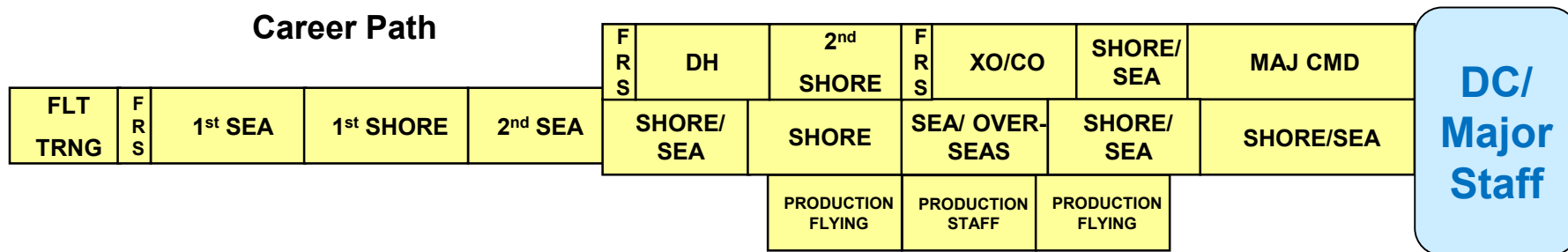
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Attained EOD Officer Warfare Qualification (KG5)
  - Administratively Screened for EOD DH (KG0)
  - Valued: Sustained superior performance through Shore/Afloat Staffs
  
- **Valued achievements prior to COMMANDER**
  - Served or serving as an EOD Executive Officer
  - Continued superior performance in Navy Staff and Joint Operational Billets
  - Valued: Completed JPME Phase I
  - Valued: Superior performance in an Acquisition (ACQN) Coded Billet
  
- **Valued achievements prior to CAPTAIN**
  - Served or serving in O5/Commander Command
  - Continued superior performance in Major Navy Staff and Joint Duty Assignments
  - Valued: Member of Acquisition Corps (AC)



# Aviation Officer

## Career Progression

### Career Path



### FY20 ADMIN SCREEN BOARD RATES:

DH:	63%
CDR CMD:	28.5%
MAJ CMD:	21%



# Aviation Officer

## *Community Values*

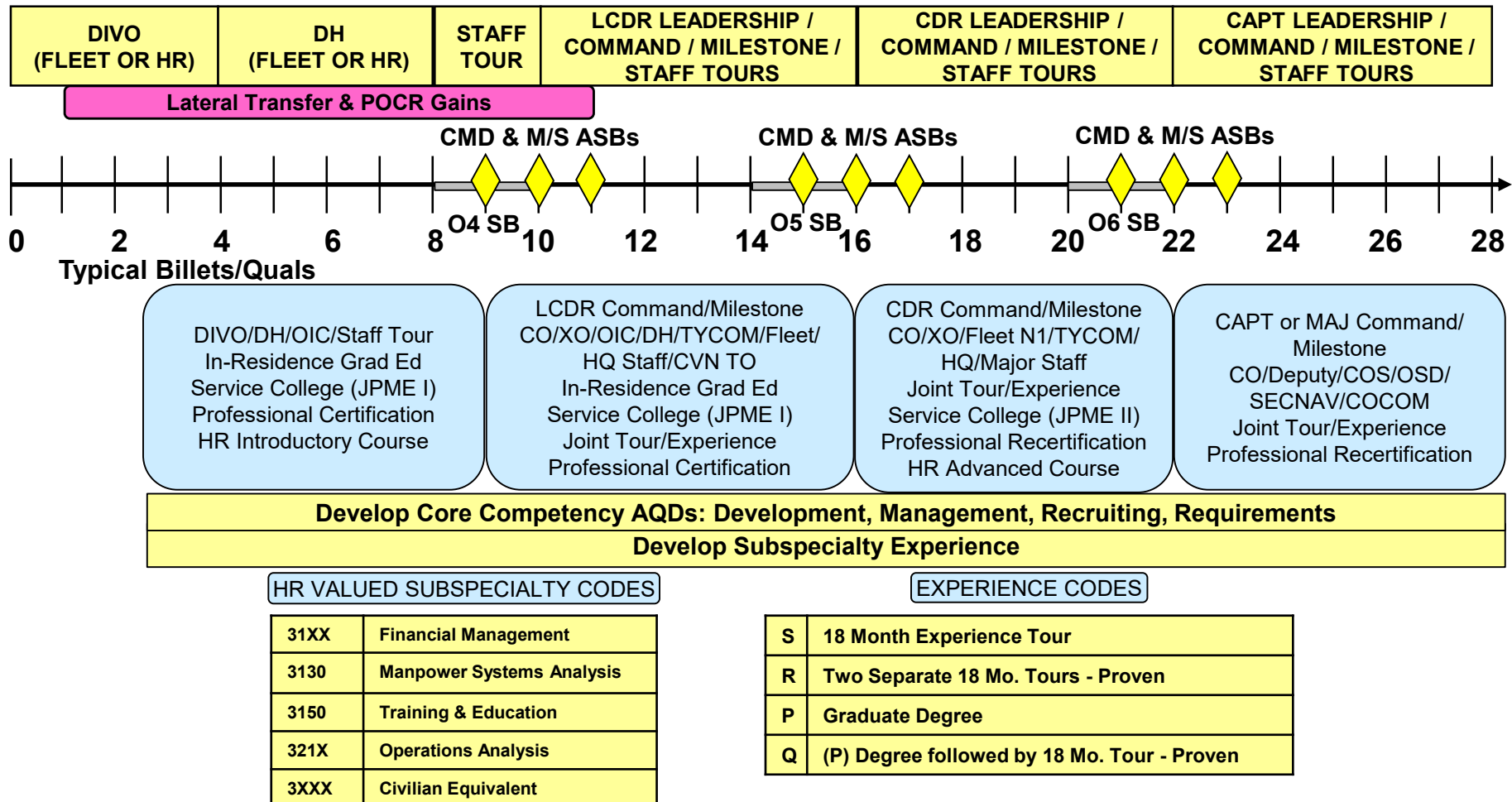
- **Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years**
  - NA values early graded opportunities, but career timing must be closely managed
  - Min Service Requirement retains most aviators through first O4 board promotion opportunity
  - Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Aviation LIEUTENANTS screen for DH Tour following selection to LIEUTENANT COMMANDER
  - Superior performance in first sea and shore tours, attainment of initial warfare qualifications
  - NA values outstanding performance in an array of first shore tour billets...diversity of first shore tour assignments (especially production and test) throughout each cohort is vital to aviation community success
  - Transitions into undermanned pilot communities are valued (i.e. Warfare Transition, NFO to Pilot, IST)
    - These officers may not have a competitive first shore tour assignment due to transition period
  - Due to compressed career path after winging, Graduate Education frequently not possible prior to LCDR
- **Valued achievements prior to COMMANDER**
  - Superior performance as a DH
  - Attainment of advanced warfare qualifications
  - Aviators serving as OP-T DHs develop essential training production skill sets valued by Aviation
  - Graduate Education post DH is valued for top tier Officers
- **Valued achievements prior to CAPTAIN**
  - Superior performance as a Commanding Officer—OP, then OP-T followed by SM
  - OP-T COs lead mission essential training squadrons and afloat tactical air control units, and are highly valued. Many OP-T COs are needed as CAPTs to subsequently fill critical NAE O-6 billets as leaders aboard our nuclear Aircraft Carriers
  - SM COs are providing critical leadership vital to operational missions
  - Proven leadership in post command, Aviation specific community (sea duty), and/or Joint assignments
  - Graduate Education post Command is highly valued prior to CAPTAIN



# Human Resources Officer

## Career Progression

### Notional Career Path





# Human Resources Officer

## *Community Values*

### ▪ Valued achievements prior to LIEUTENANT COMMANDER

- Sustained superior performance and attainment of source community qualifications
- Demonstration of increasing levels of responsibility and sound judgment

### ▪ Valued achievements prior to COMMANDER

- Sustained superior performance in all assigned duties, especially while serving in LCDR HR command or milestone
- Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent
- HR subspecialty experience: 311X, 3130, 3150, 321X
- Command eligible or qualified (AQD: 2D1/2D2)
- Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
- JPME I

### ▪ Valued achievements prior to CAPTAIN

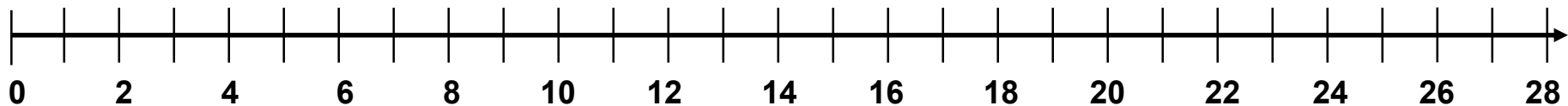
- Sustained superior performance in all assigned duties, especially while serving in CDR HR command or milestone
- Master's degree in HR related subspecialty including Operations Analysis, Manpower Systems Analysis, Financial Management, Education and Training Management, or civilian equivalent
- HR proven subspecialty (Q/R suffix): 311X, 3130, 3150, 321X
- Command eligible or qualified (AQD: 2D1/2D2)
- Professional Certification including PHR, SPHR, GPHR, CPT, CPLP, CDFM, CDFM-A
- JQO Progression: JPME I, JPME II and Joint Tour



# Permanent Military Professor

## *Career Progression*

### Career Path



Naval Postgraduate  
School (3 years)

Civilian Institution  
(4 years)

Naval Academy  
War College  
Naval Postgraduate School

#### ADMINISTRATIVE BOARDS:

XO/OIC:	N/A
CDR CMD:	N/A
MAJ CMD:	N/A





# Permanent Military Professor

## *Community Values*

- **As members of the academic professoriate, PMPs:**
  - Have completed PhD within expected timeframe: 3 years (NPS); 4 years (CIVINS)
  - Demonstrate sustained superior performance in teaching, research, leadership, service
- **Valued achievements prior to CAPTAIN**
  - Demonstrated mastery in teaching as a doctoral-level practitioner
  - Expertise in teaching and development of both introductory and advanced courses
  - Active mentorship of students outside the classroom
  - Established record of research/scholarly activity on a specialized topic at the PhD level
  - Recognized expert in one's discipline, with peer-reviewed publication as the "gold standard" for recognition of academic expertise
  - Build and maintain collaborative relationships with external research entities
  - Leadership having command-wide and/or USN, DoD impact
  - Includes management of and collaboration with other faculty and staff
  - Other significant contribution in service at both departmental and institutional level
  - Often manifested by active participation in major standing or ad hoc committees



# Engineering Duty Officer

## Career Progression

### Career Path

Typical SWO ED Option

Typical SUB ED Option

URL Warfare  
Qualification

NPS  
MIT

ED Qual Tour  
NSY, RMC,  
SSC, NSWC,  
SUPSHIP

LCDR Experience Tours  
NSY, RMC, SOS,  
FLT/TYCOM Staff,  
HQ ACQ

CDR Leadership Tours  
SEA, NSY, RMC, SOS,  
FLT/TYCOM Staff,  
OPNAV, HQ ACQ

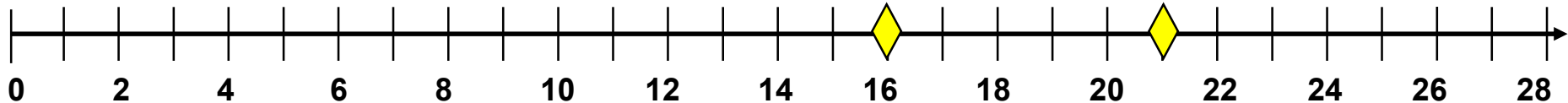
Jr CAPT Tour  
NSY/RMC DH  
Staff, DPM,  
OPNAV

CAPT CMD  
NSY/RMC,  
NSWC,  
MPM, SOS

Lateral Transfer Window  
URL on-ramp at 4-12 YCS

CDR CMD  
SB

CAPT CMD,  
MAJOR PROGRAM MANAGER  
SB



Each individual's ED career path is tailored based on past experience, accession timing, and education.

### Typical Billets / Quals

EDQP

Acquisition Corps  
Selection

DAWIA Lvl III

Eng  
focused  
Master's  
Program

Proj Off  
Ship Supt  
Field  
Activity

Production Off  
Type Desk Off  
APM, Sys Engineer

CHENG/CSO/RO  
ARO/OIC/SUPSHIP  
PMR/APM/PAPM/  
DPM RQMTS/  
ACTION OFF

NSY/RMC  
DH  
Staff N43  
EA / CoS  
Tech Dir

CO  
MPM  
Staff N43  
EA / CoS  
Tech Dir



# Engineering Duty Officer

## *Community Values*

### ▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Warfare qualification
- Proven performance at sea
- 1440 or 1460

### ▪ **Valued achievements prior to COMMANDER**

- 1440 (technical Masters degree and ED qualification tour completed)
- 1460 with proven performance during ED qualification tour
- Acquisition Corps member (ACQ FULL QUAL (APM) AQD)
- Superior performance in core competency area assignments

### ▪ **Valued achievements prior to CAPTAIN**

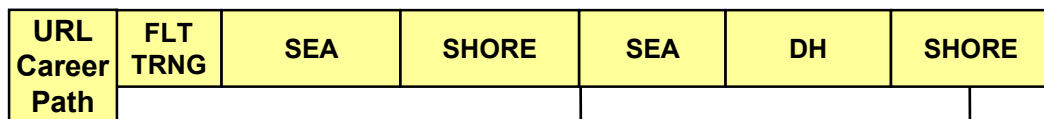
- 1440 (technical Masters degree and ED qualification tour completed)
- Acquisition Corps member (APM AQD)
- Level III DAWIA certification in primary career field, w/conferred AQD (e.g., Program Management (AA3), Engineering (AS3), Production Quality Management (AG3))
- Superior performance in core competency area assignments



# Aerospace Engineering Duty Officer

## Career Progression

### Career Path



**Lateral-Transfer Window**  
URL on-ramp to AEDO at 8 - 15 YCS

DPM: Deputy Program Manager  
APM: Assistant Program Manager  
IPTL: Integrated Product Team Lead  
ASPO: Avionics Systems Project Officer  
PC: Platform Coordinator  
PSO: Production Support Officer  
CFO: Chief of Flight Operations  
GFR: Government Flight Representative  
FRC: Fleet Readiness Center (Gov't organic depot)  
DCMA: Defense Contract Management Agency

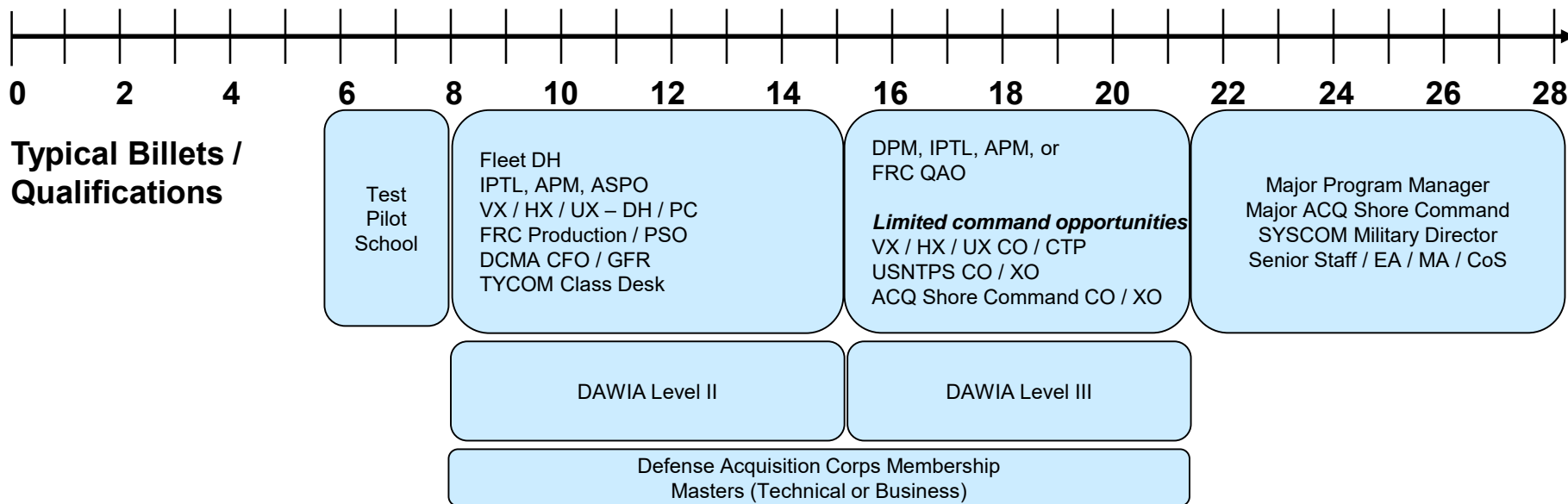
**AEDO Career Path**

LCDR Experience Tours /  
PM / T&E / FS&P jobs

CDR Leadership Tours /  
O-5 ACQ Command

CAPT Leadership Tours /  
MAJ O-6 ACQ Command

AEDO career paths are tailored based on accession timing, diversity of experience, and acquisition lines of effort





# Aerospace Engineering Duty Officer

## *Community Values*

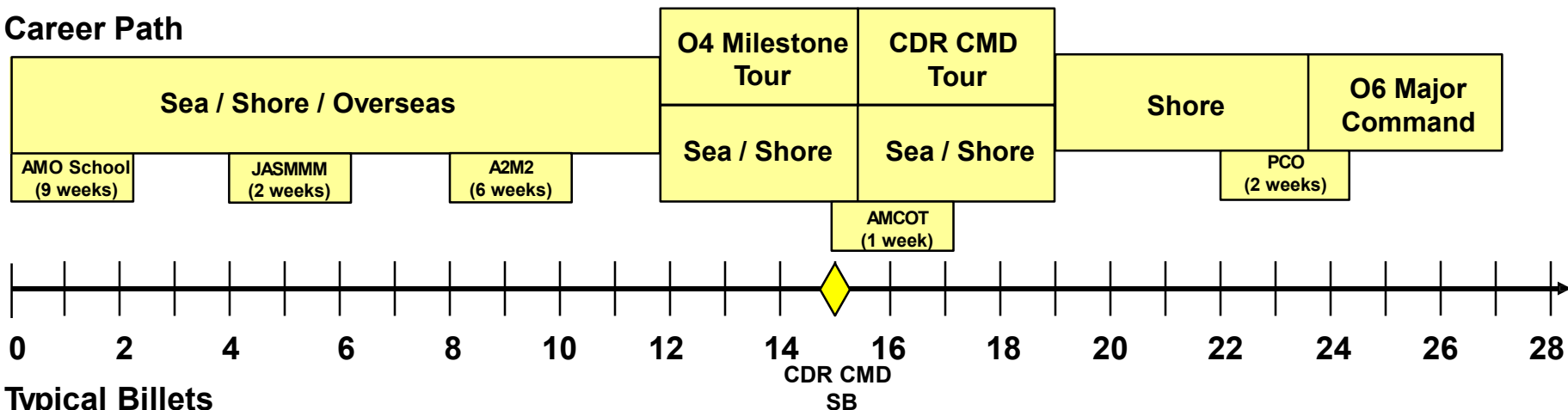
- **AEDO is a lateral transfer-only community with accessions solely from warfare-qualified Aviation Warfare (13XX) officers who support three major acquisition lines of effort:**
  - PM: Program Management (SYSCOMs - NAVAIR, NAVWAR)
  - T&E: Test & Evaluation (VX/HX/UX Squadrons/Wings, USNTPS)
  - FS&P: Fleet Support and Production (DCMA, FRC, TYCOM)
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Proven operational performance
  - Aviation warfare training, qualifications, and designations commensurate with community
- **Valued achievements prior to COMMANDER**
  - Superior performance in Fleet or AEDO LCDR experience tours
  - Master's degree complete (Technical or Business preferred) - Desired
  - DAWIA Level II certification - Desired
- **Valued achievements prior to CAPTAIN**
  - Superior performance in AEDO CDR command screened positions (limited opportunities) and/or listed non-command screened leadership positions
  - Master's degree complete (Technical or Business preferred)
  - DAWIA Level III certification in one area (additional acquisition certifications desired)
  - ACQ Full Qual (APM) AQD - Defense Acquisition Corps membership



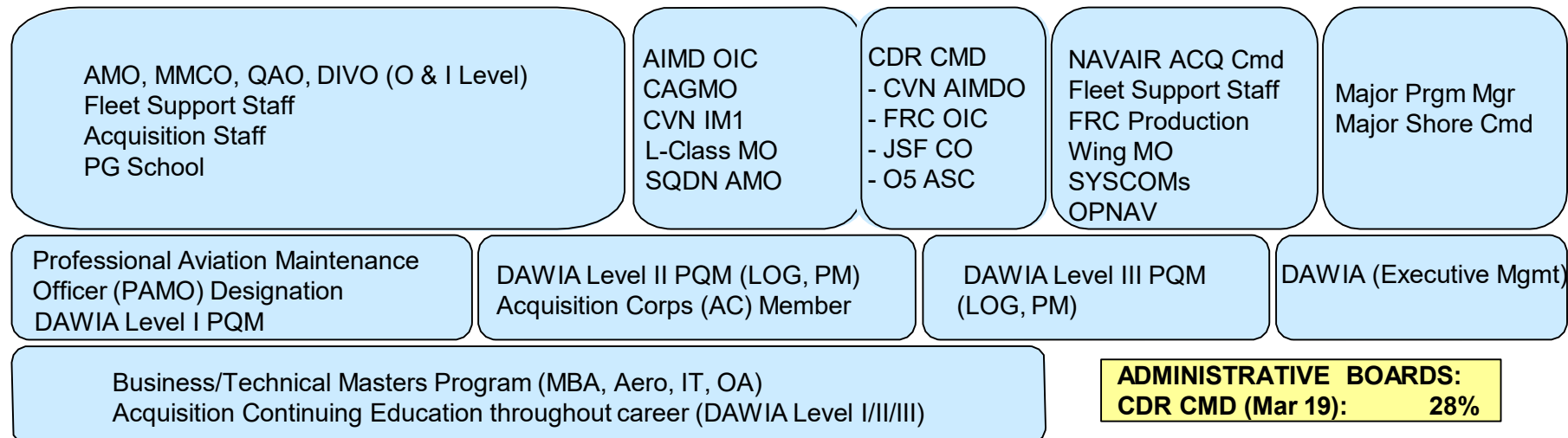
# Aerospace Maintenance Duty Officer

## Career Progression

### Career Path



### Typical Billets





# Aerospace Maintenance Duty Officer

## *Community Values*

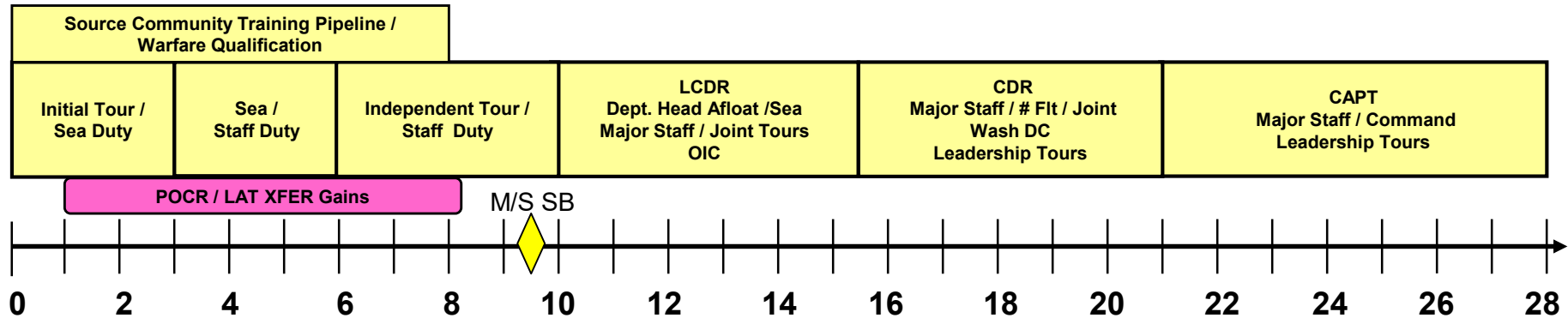
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - O and I Level Maintenance junior officer tours
  - Proven “at sea” performance
  - Professional Aviation Maintenance Officer (PAMO) desired
  - ACQ PQM LV1
  
- **Valued achievements prior to COMMANDER**
  - Proven performance in O4 Milestone Tour - CAGMO, CVN IM1, AIMD OIC, L-Class MO, Squadron AMO
  - PAMO PQS - Professional Aviation Maintenance Officer qualified
  - ACQ PQM LV2 – (additional acquisition certifications desired)
  - ACQ FULL QUAL – Defense Acquisition Corps membership
  - Master’s degree desired
  
- **Valued achievements prior to CAPTAIN**
  - Successful performance in O5 Command tour/O5 Acquisition Shore Command (ASC) tour
  - AQD: CE(X) - Corporate tour
  - Master’s degree complete
  - ACQ PQM LV3 – (additional acquisition certifications desired)



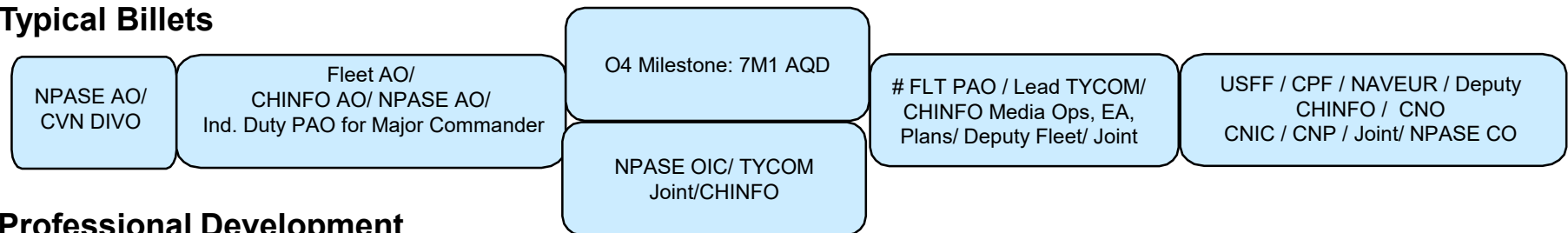
# Public Affairs Officer

## Career Progression

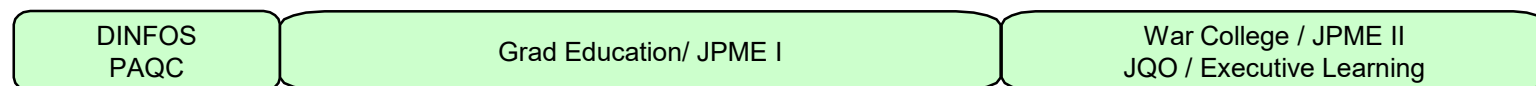
### Career Path



### Typical Billets



### Professional Development



O4 Milestone Administrative Screening Board (FY19): First board conducted Nov. 2018: 67.5%





# Public Affairs Officer

## *Community Values*

- **Career progression produces senior PAOs with communication expertise demonstrated by strategy development, tactical execution, enterprise leadership, and providing astute counsel. Sustained superior performance in diverse jobs balancing operational and joint staffs, direct senior leader support, Wash DC HQ billets, and community leadership.**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Successful initial/accession tactical-level tour
  - Subsequent independent duty or staff tour developing/executing aligned communication supporting operational/strategic objectives
  - Graduate Education highly desired
  - JPME I highly desired
- **Valued achievements prior to COMMANDER**
  - Superior performance in O4 milestone tour, awarded 7M1 AQD
  - Completion of graduate education
  - Increased scope of PA responsibilities and leadership, demonstrated advanced communication knowledge, strategy development, and communication advisory role for leaders and staff via operational or staff tour.
  - JPME I
  - Experience working in the National Capital Region
- **Valued achievements prior to CAPTAIN**
  - Emphasis on communication planning and integration, critical thinking, enterprise leadership, executive vision & strategic-level special advisor roles
    - Fleet Ops: Numbered Fleet, Lead TYCOMs, USFF/CPF Deputy
    - Major Staff: CHINFO (OI-3, OI-5, EA), OCM, OLA
    - Joint Tour (COCOM, OSD, JCS)
    - War College/JPME II
  - Certifications and Accreditations: APR/APR+M/CMP/SCMP (all valued equally) are highly desired

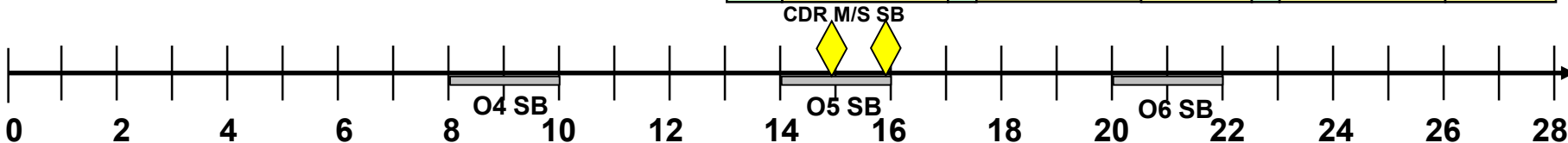
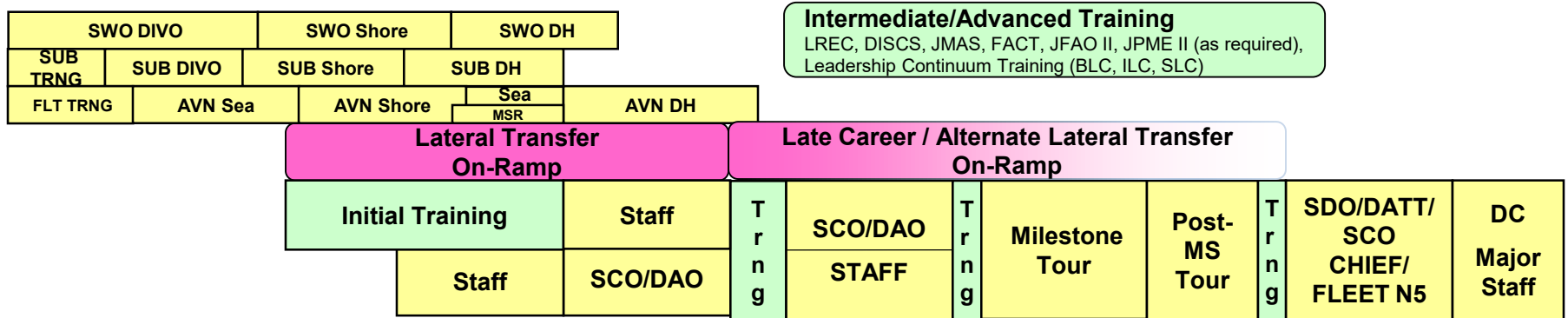


# Foreign Area Officer

## Career Progression

### Career Path

Depicts three primary source communities  
All communities eligible to lateral transfer



### Typical Billets:

Warfare qualification  
Competitive FITREPs

Grad Ed  
Language  
In-Theater  
JPME I  
JFAO I  
"FAO Q"

NCC/Fleet  
CCMD  
OPNAV  
Joint Staff  
NIPO  
PEP  
Foreign War College

Security Cooperation Office  
– SCO Chief, Navy Program  
Manager, Dep. Prgm Mgr,  
Operations Officer  
Defense Attaché Office  
– Senior Defense Official/Defense  
Attaché, Naval Attaché, Asst.  
Naval Attaché

NCC  
Fleet  
CCMD  
OPNAV  
JS  
DSCA  
NIPO  
State

SCO  
– SCO Chief,  
Navy  
Program  
Manager  
DAO  
– SDO/DATT  
Naval  
Attaché

NCC  
Fleet  
CCMD  
OPNAV  
JS  
DSCA  
NIPO  
State

**Alt On-Ramp:** LCDRs should have at least 2 of the following 3: 6 months in region, 2/2 in regional language, regionally focused Master's Degree  
LCDRs with 3 or more years TIG should have all 3.

**2x Looks for Milestone Screen (M/S)**  
Held at Year of Selection and Year of Selection +1  
O5 ~ 70-80% (\*% adjusted to meet requirements)



# Foreign Area Officer

## *Community Values*

### ▪ Valued achievements prior to **LIEUTENANT COMMANDER**

- Sustained superior performance and warfare qualified in source community
- Progress towards FAO qualification with consideration given to redesignation timing
- Experience, fellowship, or education in China or Russia (outside of primary region)
- Demonstration of increasing levels of responsibility and sound judgment

### ▪ Valued achievements prior to **COMMANDER**

- Completion of FAO qualification (FAO Qual [Region] AQD)
- Sustained superior performance in increasing levels of responsibility at Staff, Defense Attaché or Security Assistance / Cooperation tour
- Regional experience involving direct international engagement of foreign partners
- Experience, fellowship, or education in China or Russia (outside of primary region)
- Progressively increasing foreign language proficiency toward the professional level (3/3/3)
- JPME Phase I

### ▪ Valued achievements prior to **CAPTAIN**

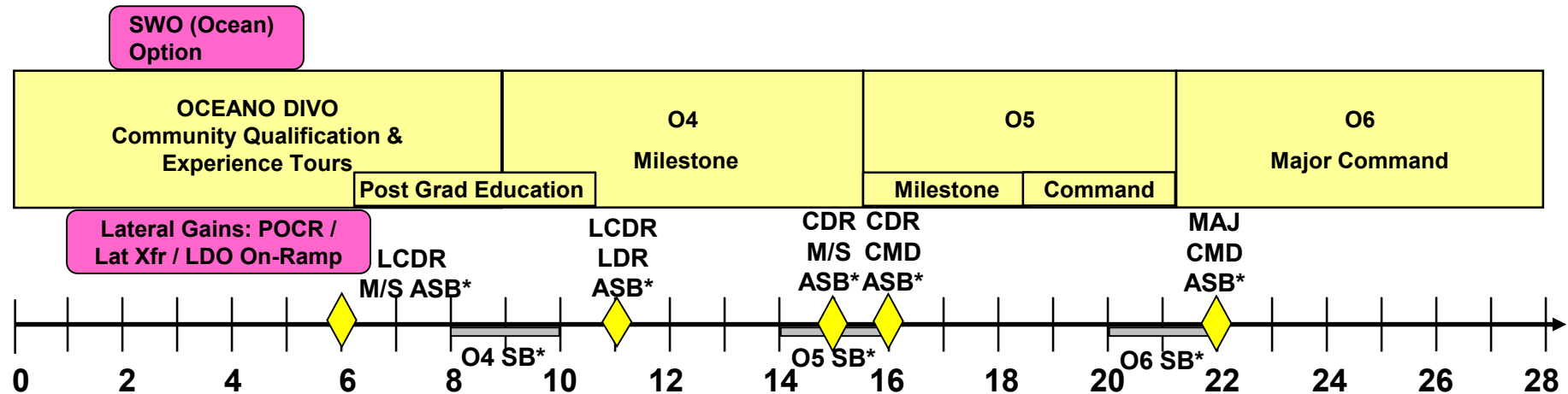
- Superior performance in O5 Milestone tour
- Security Assistance Office (SAO) or Defense Attaché Office (DAO) tours
- Major staff or community leadership tours (Community Manager, Detailer, FAO Policy)
- Experience developing Globally Integrated Base Plans or Theater Security Cooperation plans
- Significant experience leading, planning, and executing GO/FO level international strategic dialogue
- Experience, fellowship, or education in China or Russia (outside of primary region)
- Demonstrated foreign language proficiency at the professional level (3/3/3)
- JQO, or significant progress toward



# Oceanography Officer

## Career Progression

### Career Path



### Typical Billets / Quals

Sea: DIVO (CRUDES, L-class, CVN)  
Deployable/Embedded Teams:  
- Hydrographic Team (FST)  
- UUV Platoon (MIW)  
- NOAT (ASW), NSW, SGOT  
- NAVO Survey Team

Shore: Fleet Weather Centers (FWC)  
OCEANO Production Centers  
Post-Graduate Education  
IUSS/CUS (NOPF)

Sea: O4 Milestone:  
- CSG, CVN, LHA/D  
Non-Milestone Duty:  
- FST, MIW, ASW, NSW

Shore: XO  
Detachment OIC  
Major Staff / HQ  
Education/PhD

Sea: # FLT

Shore: Command  
Major Staff  
Headquarters  
XO

Sea: CSG IW CDR

Shore: Command  
Major Staff  
Headquarters

Met/Ocean Master's, JPME I

Met or Ocean PhD, JPME II, NWC, JQO, ACQN I/II/III

#### Command and Milestone Administrative Screening Boards (FY19):

**LCDR Milestone: 91%**  
**LCDR Leadership: 59%**

**CDR Milestone: 60%**  
**CDR Command: 45%**  
**MAJ Command: 43%**

\*ASB: Administrative Screening Board

\*SB: Statutory Board



# Oceanography Officer

## *Community Values*

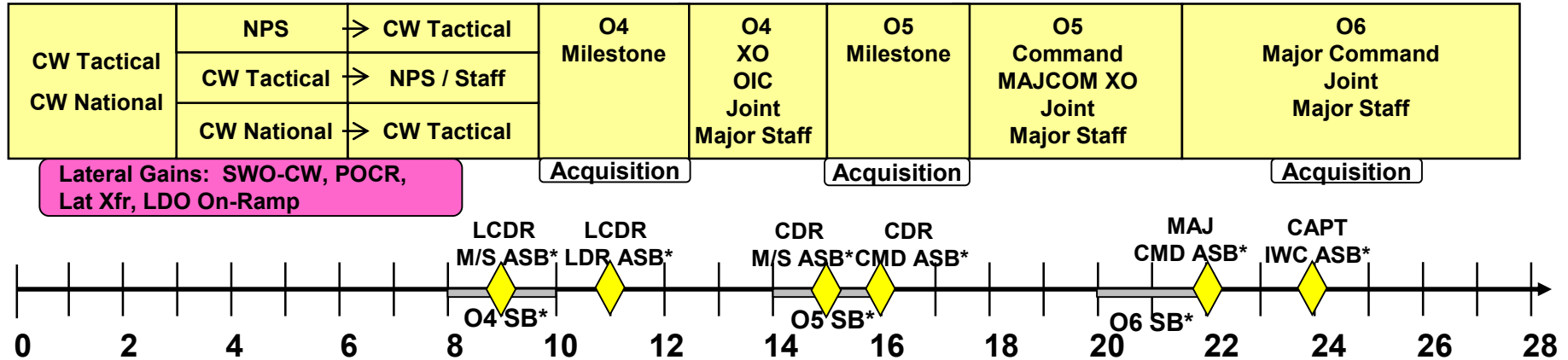
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Information Warfare Officer Qualification
  - Strong operational tour(s)
- **Valued achievements prior to COMMANDER**
  - Superior performance in O4 milestone at-sea tour
  - Physics-based oceanography and meteorology Master's degree
  - Demonstrated leadership tour: XO, OIC
  - Major Staff, Joint, TYCOM
  - JPME I
- **Valued achievements prior to CAPTAIN**
  - O5 Command (~45% opportunity)
  - Superior performance in O5 milestone tour
  - Superior performance in positions of leadership and influence
  - Programmatic/policy experience: OPNAV / BUPERS / PERSCOM
  - Operational HQ / TYCOM experience: CNMOC / NAVIFOR
  - Joint Qualified Officer progression



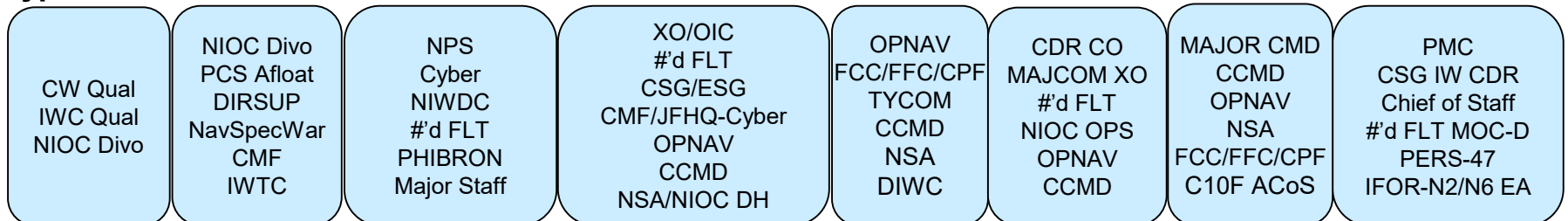
# Cryptologic Warfare Officer

## Career Progression

### Career Path



### Typical Billets/Quals



Academic Schlrshp

NPS Masters, JPME I

JPME II, NDU/NWC, JQO, ACQN I/II/III, PhD

### Command and Milestone Administrative Screening Boards (FY19):

LCDR Milestone: 82%    CDR Milestone: 80%    MAJ Command: 14%  
 Lcdr Leadership: 25%    CDR Command: 9%

\*ASB: Administrative Screening Board

\*SB: Statutory Board



# Cryptologic Warfare Officer

## *Community Values*

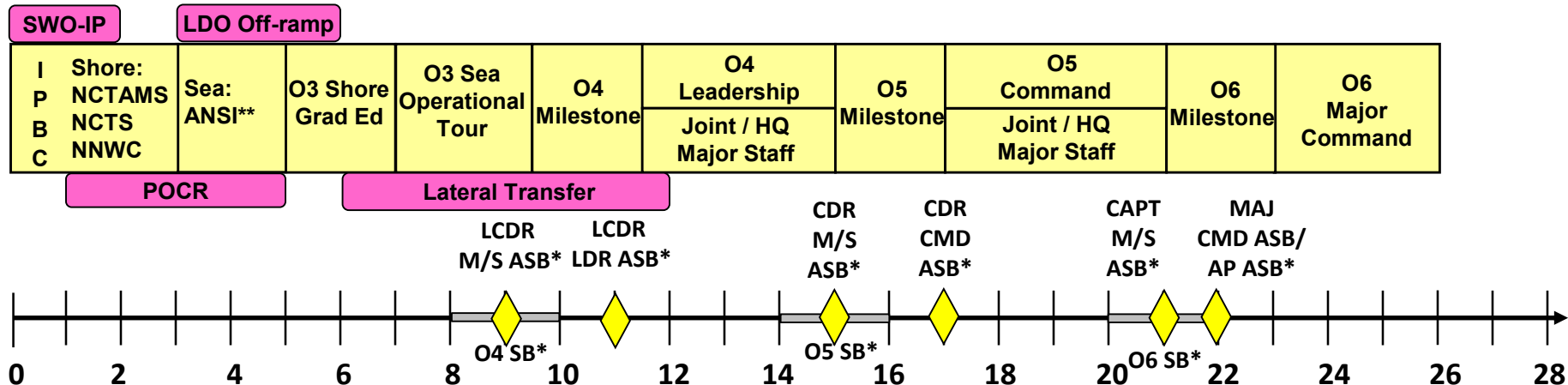
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Information Warfare Officer Qualification
  - Strong performance in CW Surface, Subsurface, Air or Special Warfare tactical tours
  - Strong performance in National or Joint tours (NSA/NIOC, Cyber Mission Force)
  - Progress toward Advanced Degree
- **Valued achievements prior to COMMANDER**
  - Strong performance in O4 Milestone tour and/or Leadership tour (XO/OIC)
  - Major Staff or Acquisition tour
  - Master's Degree (STEM valued) Complete
  - Joint Professional Military Education Phase I Complete
- **Valued achievements prior to CAPTAIN**
  - Strong performance in O5 Leadership tour (CO/XO)
  - Break out performance in O5 Milestone tour; MS Complete
  - Strong performance in Major Staff, TYCOM, Joint tour, OPNAV, NPC/BUPERS
  - Joint Qualified Officer progress (JPME Phase II complete OR in/complete JDAL tour)



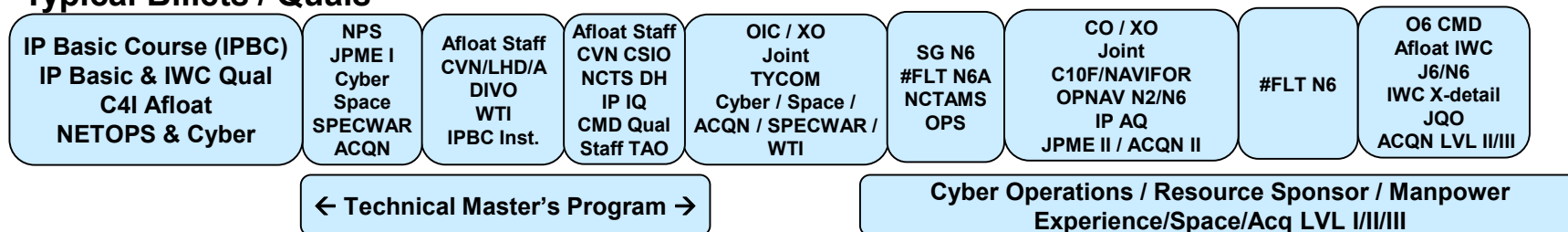
# Information Professional Officer

## Career Progression

### Career Path



### Typical Billets / Quals



\* ASB: Administrative Screening Board  
 \*SB: Statutory Board  
 \*\* ANSI: Afloat Network Security Initiative

**Command and Milestone Administrative Screening Boards (ASB) (FY19):**

<b>LCDR Milestone:</b> 71%	<b>CDR Milestone:</b> 75%	<b>CAPT Milestone:</b> 75%
<b>LCDR Leadership:</b> 18%	<b>CDR Command:</b> 11%	<b>MAJ Command:</b> 36%





# Information Professional Officer

## *Community Values*

### ▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Superior performance in C4I operational or ashore tour
- IP Basic and Information Warfare Officer Qualification
- Progress towards a technical Master's degree

### ▪ **Valued achievements prior to COMMANDER**

- Leadership tour (OIC or XO, ~20% opportunity)
- Superior performance in O4 Milestone
- IP Intermediate Qualification
- Technical Master's degree
- JPME Phase I
- Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM
- Operational Planner Experience
- Acquisition Experience – NAVWAR
- Space Cadre

### ▪ **Valued achievements prior to CAPTAIN**

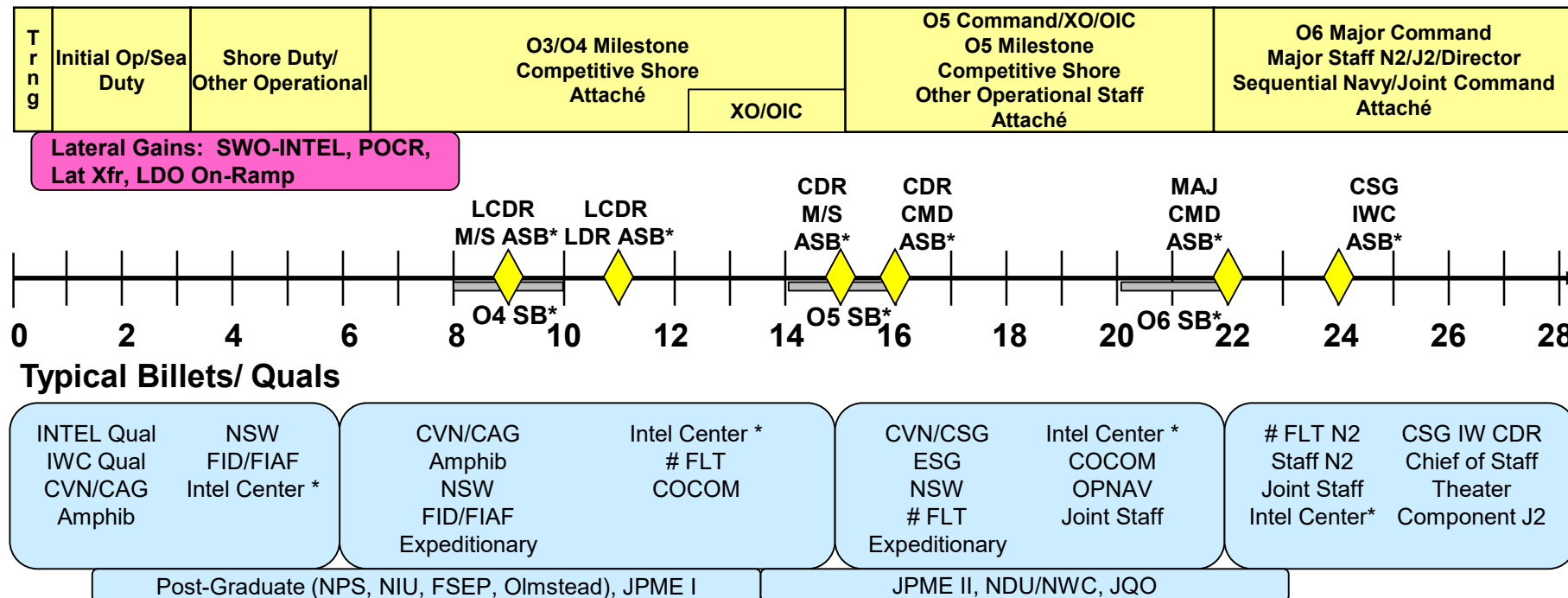
- O5 Command (~10% command opportunity)
- Superior performance in O5 Milestone
- Technical Master's degree
- Joint Qualified Officer progression
- Major Staff Tour – CCMD (or other Joint tour) / OPNAV / TYCOM
- Acquisition Experience – NAVWAR
- Space Cadre



# Intelligence Officer

## Career Progression

### Career Path



\* Intel Center = CCMD JIOC, CSA, ONI

\*ASB: Administrative Screening Board / \*SB: Statutory Board

### Command and Milestone Administrative Boards (FY19):

LCDR Milestone:	87%	CSG IWC	22%
LCDR Leadership:	31%		
CDR Milestone:	46%		
CDR Command:	4%		
MAJ Command:	18%		



# Intelligence Officer

## *Community Values*

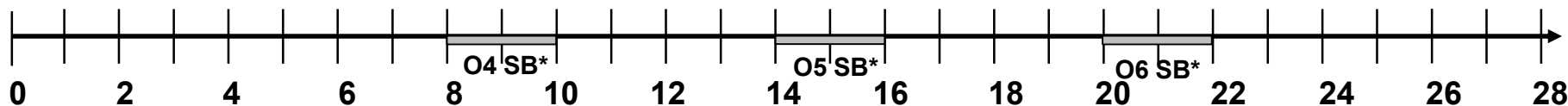
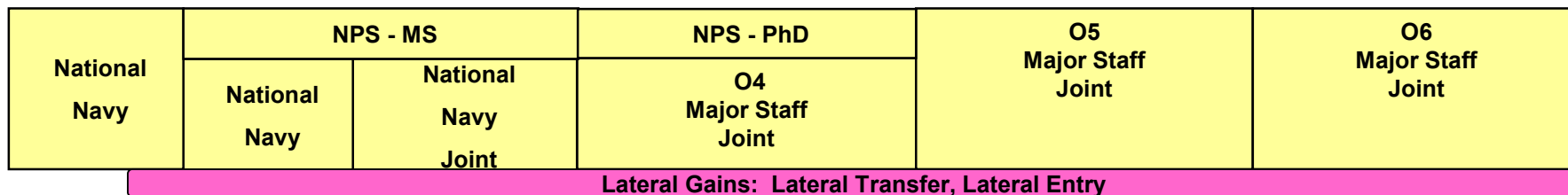
- **Sustained superior performance in leadership and operational billets**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Superior performance in initial operational/sea tours
  - Information Warfare Officer Qualification
  - Competitive intelligence center tour (Navy or Joint)
  - Demonstrated proficiency in OPINTEL
- **Valued achievements prior to COMMANDER**
  - Leadership tour (XO/OIC, ~5% opportunity)
  - Superior performance in mid-career operational/sea milestone tour
  - Successful completion of Command Qualification Program
  - Competitive intelligence center/staff tour (Navy or Joint) at O3 or O4
  - Demonstrated proficiency in all-source analysis and integration of other IW disciplines
  - Master's degree, JPME I
  -
- **Valued achievements prior to CAPTAIN**
  - O5 Command (~5% opportunity)
  - Superior performance O5 operational/sea milestone tour
  - Superior performance in position of leadership
  - Competitive intelligence center/staff tour (Navy or Joint) as O4 or O5
  - Demonstrated proficiency across Information Warfare disciplines
  - Joint Qualified Officer progression



# Cyber Warfare Engineer

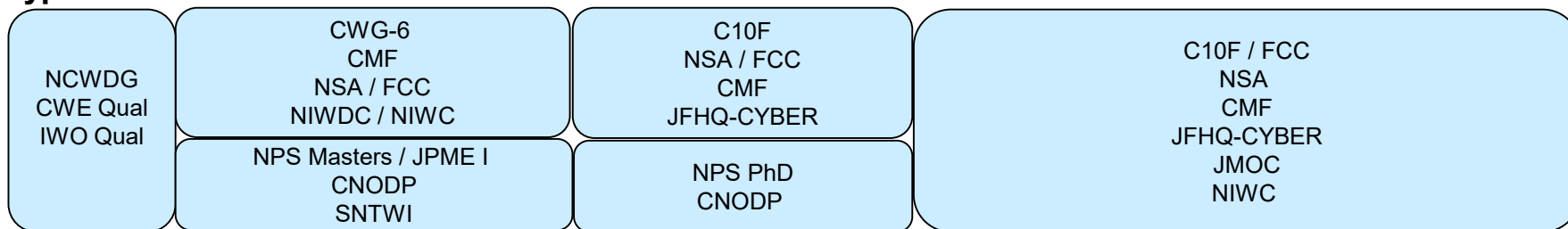
## Career Progression

### Career Path



\*SB: Statutory Board

### Typical Billets/Quals



**Legacy Career Path:** Prior to March 2019, CWEs were required to lateral transfer to CW or IP communities because there were no O4 or above authorizations. Former CWEs were allowed to return.

**Lateral Entry:** SECNAV authorized CWE for Lateral Entry/Constructive Grade Credit, which allows for CWEs to be accessed at paygrades above O1/ENS due to Education and/or Experience



# Cyber Warfare Engineer

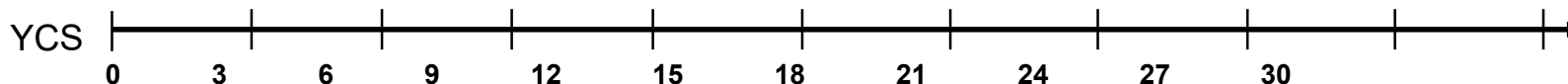
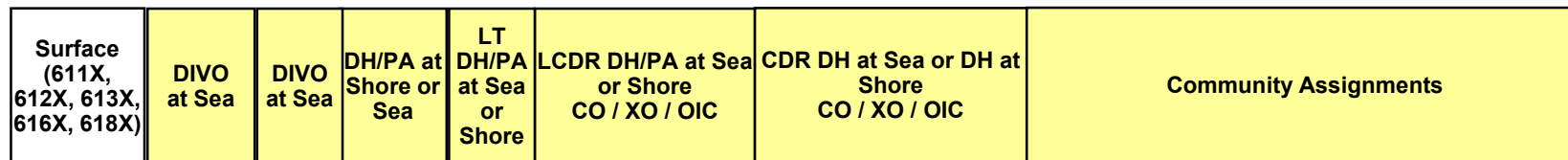
## *Community Values*

- **Sustained superior performance in operational billets**
  - Outstanding leadership, vision, and execution
  - Technical acumen, creativity, curiosity, and deep expertise
  - Technical leadership, demonstrated excellence, delivering elegant solutions in complex environment
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Information Warfare Officer Qualification
  - Demonstrated proficiency in vulnerability research, software development, and software testing
  - Superior performance in Navy tours (NCWDG, C10F, NIWDC, CWG-6 subordinate commands)
  - Superior performance in National or Joint tours (NSA, FCC, Cyber Mission Force)
  - Intern/Academic programs (Tours With Industry, CNODP)
  - Progress toward JPME Phase I AND Advanced Education
- **Valued achievements prior to COMMANDER**
  - Technical leadership of software development teams
  - Technical leadership of RF/Spectrum/EW capability development teams
  - Major Staff tour
  - Master's Degree (Cyber Operations, Computer Science valued) Complete
  - Joint Professional Military Education Phase I Complete
- **Valued achievements prior to CAPTAIN**
  - Superior performance as a technical director in Navy, Joint, or National tour
  - Progress toward Doctorate Degree



# Limited Duty Officer (Surface)

## Career Progression



Basic  
Technical  
and Tactical  
Qualifications

### Valued Career Credentials

Increasingly challenging technical and tactical leadership and management assignments.  
Life-long learning (Technical certifications and/or degree completion)  
Manpower, Personnel, Training, and Education Tours (MPT&E).

### Milestone Assignments

**611X:**  
O-3 1<sup>st</sup> LT LPD  
O-4 1<sup>st</sup> LT CVN

**613X:**  
O-3 MCM/LCS CHENG, LHD PA  
O-4 LSD/LCC/LPD CHENG, LHA/D MPA  
O-5 LHA/D CHENG

**618X:**  
O-4 CVN CSMO  
O-5 CSO CVN

**612X:**  
O-4 CSG JICO, AOPS LHA/D  
O-5 Fleet JICO

**616X:**  
O-4 GUN BOSS LHA/D, CSMO CVN  
O-5 CSO CVN

### Administrative Screenings

Department Head Afloat: 3-5 years of commissioned service (3 opportunities)  
Commander Command: selected CDRs/CDRs (2 opportunities)  
Major Command: selected CAPTs/CAPTs (3 opportunities)



# Limited Duty Officer (Surface)

## *Community Values*

### ▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Completed two successful Division Officer at sea assignments
- Sustained superior performance while serving in at-sea assignments
- Screen for Department Head afloat
- Sustained superior performance while serving in Department Head/Principle Assistant at-sea assignments

### ▪ **Valued achievements prior to COMMANDER**

- Sustained superior performance while serving in Department Head/Principal Assistant at-sea assignments
- Command ashore AQD (2D1) eligible
- Sustained superior performance in early command
- Sustained superior performance while serving in community assignments

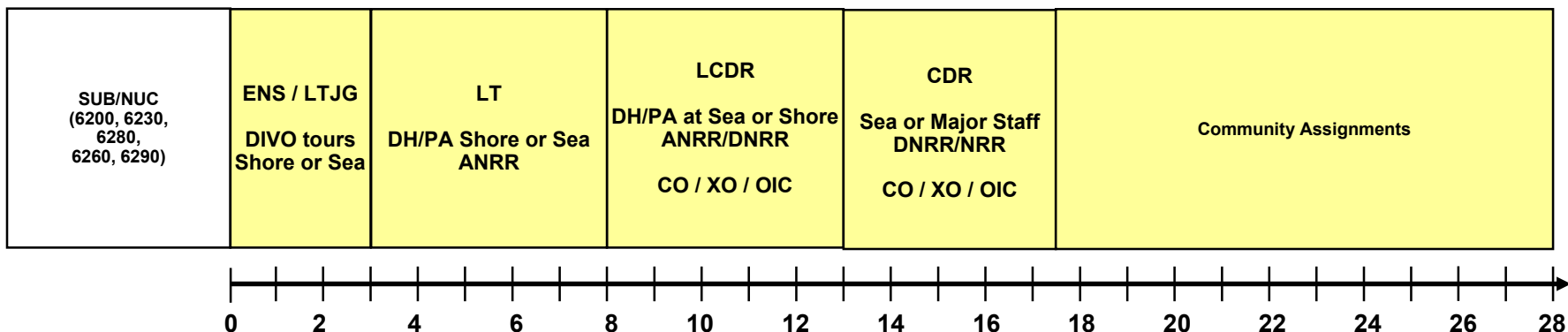
### ▪ **Valued achievements prior to CAPTAIN**

- Sustained superior performance in milestone O-5 assignment
- Screen for Commander Command
- Sustained superior performance while serving in command
- Sustained superior performance while serving in community assignments



# Limited Duty Officer (NUC/SUB)

## Career Progression



Basic /  
 Technical  
 Qualifications

**Valued Career Credentials**  
 Increasingly challenging technical and tactical leadership and management assignments.  
 Life-long learning (Technical certifications and/or degree completion)  
 Manpower, Personnel, Training, and Education Tours (MPT&E).

<b>Milestone assignments</b>		
<b>6200 Fleet:</b> O-3 CVN Technical Assistant O-4 CVN Principal Assistant O-5 CVN CHENG/Major PMA	<b>6200 NR:</b> O-3 Assistant Naval Reactor Representative (NRR)/Lead Position O-4 Deputy NRR/Projects Lead O-5 NRR	<b>6280:</b> O-3 DH Sea/Shore, ONI, NOTU, SUBSPEC Proj, AS, NRL, MATOFF O-4 AOIC/XO/OIC***, ISIC Staff MATOFF or equivalent O-5 XO/OIC***, MAJ Staff Off or equivalent
<b>6230:</b> O-3 SUBSPEC Proj, Sea/Shore Repair, NSW, ISIC Staff O-4 MAJ Staff Off, AOIC/XO*** O-5 XO*** / MAJ STAFF or equivalent	<b>6260:</b> O-3 DH Shore/Sea, SWF/SSBN/AS, CSS, NMC, Insp. O-4 DH Shore/Sea, XO/AOIC/OIC, MAJ Staff Off O-5 XO/OIC***, Major Staff, NW Insp or equivalent 1820	<b>6290:</b> O-3 Staff COMMS/IT, STRATCOM, NSW, Wing No control grade billets Off-ramp available starting at 4-6 YCS

\*\*\* few opportunities available

**Administrative Screenings**  
 Commander Command: selected CDRs/CDRs  
 Major Command: selected CAPTs/CAPTs





# Limited Duty Officer (NUC/SUB)

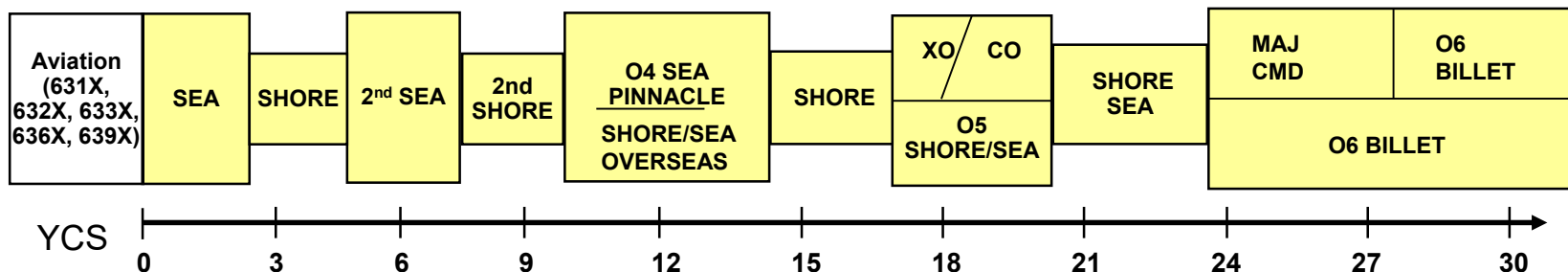
## *Community Values*

- **For Non-NUC designators, any combination of in-designator jobs performed (within provided paygrades) is considered career enhancing (i.e. for 6230 O-3: SUBSPEC Projects, repair, or NSW)**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Demonstrate superior TECHNICAL performance and leadership within their designator specialty (all designators)
  - Sustained superior performance while serving as Division Officer at sea or ashore (all designators), CVN Technical Assistant (Fleet 6200) or Naval Reactors (NR) Project Assistant roles (NR 6200)
  - CVN EOOW AQD LC5 (Fleet 6200) or Assistant Naval Reactors Representative (NRR) (NR 6200)
- **Valued achievements prior to COMMANDER**
  - Sustained superior performance while serving in a Department Head at sea or ashore (all designators), CVN Principal Assistant (Fleet 6200), Deputy NRR/Assistant NRR (NR 6200)
  - Sustained superior performance in XO/AOIC/OIC/CO
  - Command ashore AQD (2D1) eligible
  - Sustained superior performance while serving in community assignments
- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in major staff and community assignments
  - Sustained superior performance while serving in a PMA and CVN CHENG (Fleet 6200), or NRR (NR 6200) assignments
  - Sustained superior performance in major command level positions (XO/OIC, etc.)



# Limited Duty Officer (Aviation)

## Career Progression



**Valued Career Credentials**  
 Increasingly challenging technical leadership and management assignments.  
 Continued education (Technical certifications and/or degree completion).  
 Acquisition LVL I/II/III. Opportunities are limited.

**Milestone Assignments**

**631X:**  
 LT - CVN Flight Deck Officer/LHD Handler/Shooter  
 LCDR - CVN Handler/NAVAIR/TYCOM Staff, NPC  
 CDR - CO/XO, CVN Gun Boss/SUP/SHIP CVN PJ/MAJ Staff

**632X:**  
 LT - TOC Watch Officer/OIC if available  
 LCDR - CCSG/TYCOM Staff/PATWING INTEL/CNATTU/OIC  
 CDR - CO/XO, CVN Gun Boss, CVN PJ/NASC SCH ADMIN/CNATT Director/ED TRA PLN

**633X:**  
 LT - OIC, WING STAFF, AMO, MMCO, DET MO, QAO, MCO, DIV O.  
 LCDR - FRS MO, CVN IM1, LHA/D MO, CAGMO.  
 CDR - NPC, WING MO, CO/XO, CVN Gun Boss, NATTC/CNATT. PAMO Qualified.

**Milestone Assignments (Continued)**

**636X:**  
 LT - G-3/CAG Gunner/STF WEPS/Shore OIC/TYPE WING  
 LCDR - CVN OHO/LHA/D Gun Boss/NPC/NAVCENT/NMC OIC, NPC  
 CDR - CO/XO, CVN Gun Boss/CNAP/L OHO

**639X:**  
 LT - Will have completed one sea tour and two shore tours (Could have orders to; or executing second sea tour) or two sea tours and one shore tour (Could have orders to; or executing forth tour).  
 LCDR - Pinnacle (Major Approach, FACSFAC), NATTC, OPNAV, Major Staff, CNIC, FAA HQ  
 CDR - CO/XO, OPNAV, NATTC, Major Staff, CNIC, FAA HQ.

**639X Notes:**  
 1. A shore intensive community, limited sea tour opportunities.  
 2. Majority ashore FITREPS are 1 of 1 with limited soft breakout opportunities.

**Administrative Screenings**

Commander Command: selected CDRs/CDRs (average 5 opportunities)      Major Command: selected CAPTs/CAPT (1 opportunity biannual)



# Limited Duty Officer (Aviation)

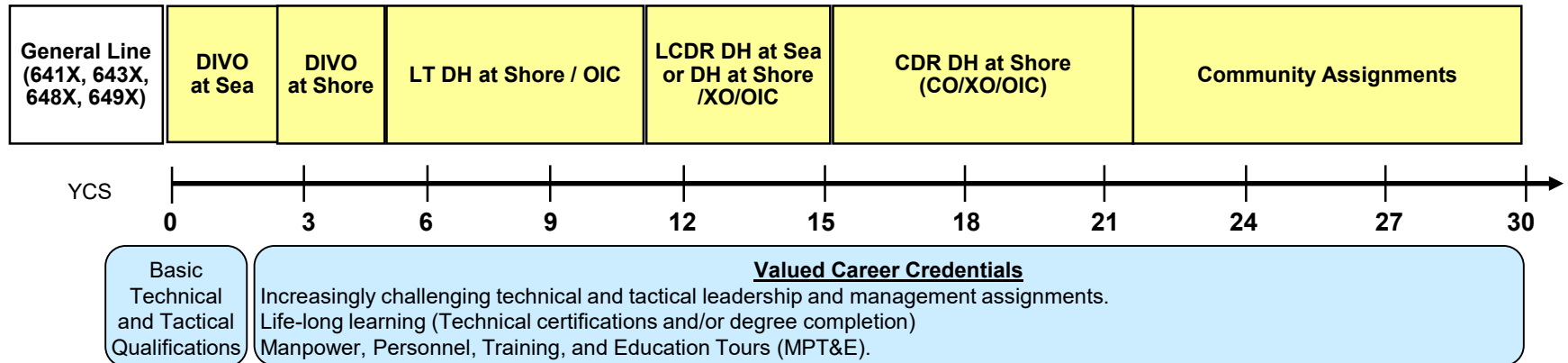
## *Community Values*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Successful Division Officer tour
  - Competitive breakouts when ranked amongst peers
  - Acquisition level I/II completed (Limited Opportunity)
  
- **Valued achievements prior to COMMANDER**
  - Successful Department Head/Principal Assistant at pinnacle tour with competitive breakout
  - Competitive breakouts when ranked amongst peers
  - Acquisition level I/II completed
  - Command ashore eligible
  
- **Valued achievements prior to CAPTAIN**
  - Completion of milestone O-5 tour (sea or shore)
  - Sustained performance in Commander Command/O-5 Shore Command
  - Acquisition level I/II/III completed



# Limited Duty Officer (General Line)

## Career Progression



Milestone Assignments	
<b>641X:</b> O-3 Staff Flag Secretary O-4 AO LHA/D O-4 AO CVN O-4/5 Major Staff Flag Secretary	<b>643X:</b> O-3 DIR. LARGE BAND O-4 XO/CO NAVSOM DIR, FBA
<b>648X:</b> O3/4: Department Head O4: TEU/NDSTC XO O4: TEU/NDSTC XO	<b>649X:</b> O-3 LHA/D SECO O-4 SECO CVN O-4 Navy Installation or Region O-5 SECO CNIC HQ or Large Installation

**Administrative Screenings**  
Commander Command: selected CDRs/CDRs (2 opportunities)  
Major Command: selected CAPTs/CAPTs (3 opportunities)



# Limited Duty Officer (General Line)

## *Community Values*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Completed successful Division Officer at sea assignment
  - Sustained superior performance while serving in at sea assignments
  - Sustained superior performance while serving in community assignments
  
- **Valued achievements prior to COMMANDER**
  - Sustained superior performance while serving in Department Head at sea assignment
  - Command ashore AQD (2D1) eligible
  - Sustained superior performance while serving in community assignments
  
- **Valued achievements prior to CAPTAIN**
  - Sustained superior performance in milestone O-5 assignment
  - Screen for Commander Command
  - Sustained superior performance while serving in command
  - Sustained superior performance while serving in community assignments



# **FY-21 Active-Duty Staff Corps Community Brief Disclaimer**

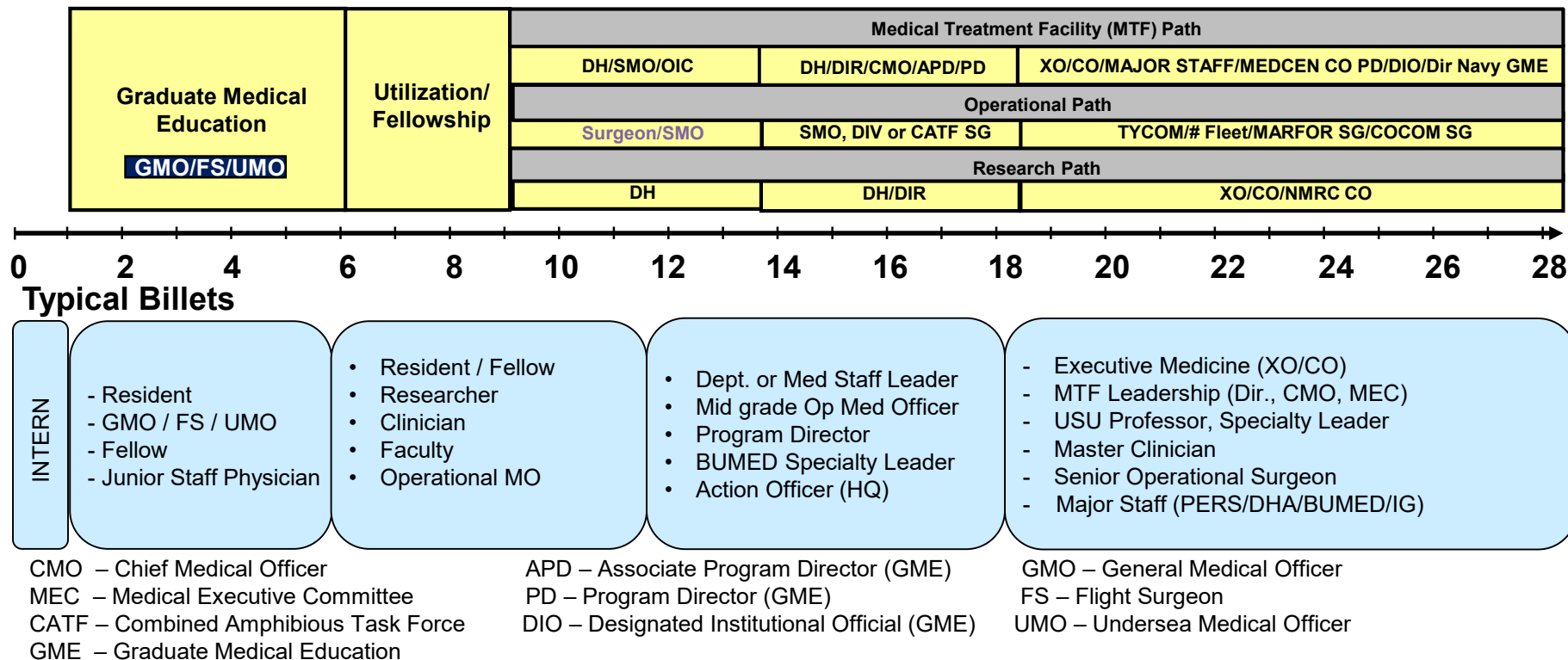
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**This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.**

**Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.**

**ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-21 STATUTORY SELECTION BOARDS.**

- Three career paths that can intertwine during the course of a career: MTF Based (Academic & Clinical), Operational, and Research
- MTFs provide skills sustainment, teaching and leadership opportunities
- Clinical sustainment and licensure required throughout career
- Leadership opportunities





# Medical Corps

## *Community Values*

- **Commitment to Excellence – lifelong learner, educator**
  - Maintain current clinical competence in their specialty (a function of being a ready medical force)
  - Operational surgeons provide subject matter expertise for senior line leaders
  - Clinical leaders provide unique specialty expertise
  - Faculty for graduate medical education programs (essential for force generation)
- **Leadership**
  - All levels are expected to serve as mentors to junior personnel
  - Professional growth expected – increased responsibility, scope and complexity of jobs
- **Career diversity**
  - Medical Officers should have a balance of skills sustainment (i.e. MTF) and operational assignments. OCONUS MTFs may not allow full scope of practice
  - Diversity in assignments valued, and cognizant to subspecialist who may have less choice in assignments
  - Joint experience, education outside of GME (JPME, HHA, MPH, MBA) valued



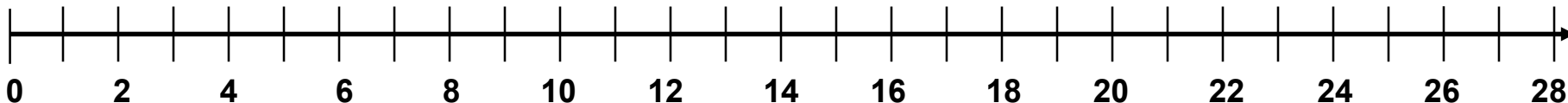


# Dental Corps

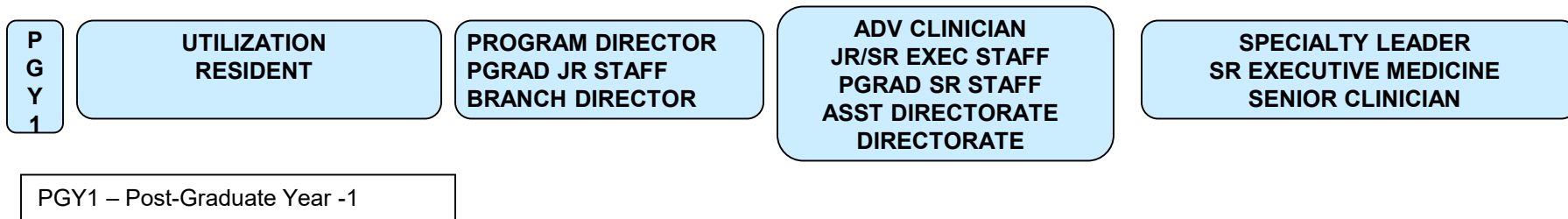
## Career Progression

### Career Path

DENTAL OFFICER - ALL FACILITIES, OPERATIONAL, RESIDENCY	RESIDENCY TRAINING, UTILIZATION TOUR	DH OPERATIONAL PROGRAM DIRECTOR	POST GRAD JR STAFF, CLINIC OIC, DIRECTOR	ADVANCED CLINICIAN, JR EXEC STAFF, ASST DIR	POST GRAD DH, SPECIALTY LEADER, XO, CO, SR STAFF, SR EXEC MEDICINE STAFF, DIRECTOR LARGE MTF	SR CLINICIAN, SR EXEC MEDICINE, XO, CO, MAJOR STAFF
STAFF/ACADEMIC/OPERATIONAL						
CONUS/SEA/OVERSEAS						



### Typical Billets





# Dental Corps

## *Community Values*

### ■ **Clinical performance**

- Officers successfully demonstrated excellence in their clinical specialty

### ■ **Specialty career path**

- Officers serving in senior clinical leadership positions provide seasoned subject area expertise
- Serve as educators for postgraduate training programs

### ■ **Leadership**

- All levels are expected to serve as mentors to junior personnel
- Selected individuals participate in leadership of Navy Medicine

### ■ **Career diversity**

- Officers should have a balance of operational and MTF assignments



# Medical Service Corps

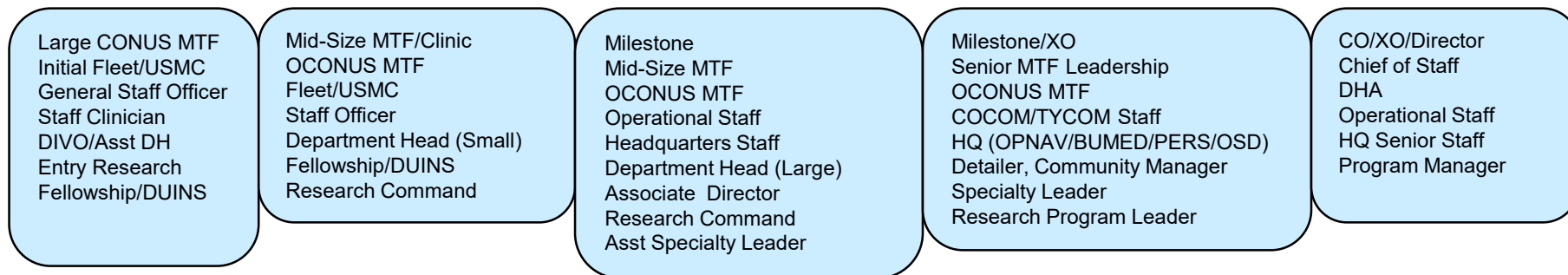
## *Career Progression*

Three distinct specialty areas within the Medical Service Corps: Health Care Administration (HCA); Health Care Scientists (HCS); and Health Care Clinicians (HCC). Career paths within these areas may include: Clinical, Operational, Academic, Research, and/or Administrative.

Junior Officer (O1-O3)	Mid-Grade Officer (O4-O5)	Senior Officer (O5-O6)
<ul style="list-style-type: none"> <li>• Specialty Proficiency Maturation</li> <li>• Officer Development</li> <li>• Leadership Training and Experience</li> <li>• Develop and Mentor Subordinates</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated Specialty Proficiency</li> <li>• Advanced Leadership and Professional Growth</li> <li>• Develop and Mentor Subordinates</li> </ul>	<ul style="list-style-type: none"> <li>• Expanded Leadership Scope</li> <li>• Demonstrated Professional Advancement</li> <li>• Develop and Mentor Subordinates</li> </ul>



### Typical Assignments





# Medical Service Corps

## *Community Values*

### ■ **Lead with Integrity**

- Demonstrated impactful and ethical leadership, cross-organizational teamwork and program process improvement
- Established track record of ongoing success in community-unique leadership positions with increasing scope/responsibility/staff/budget
- Successfully held positions that espouse the ability to demonstrate unique subject matter expertise

### ■ **Commitment to Excellence**

- Sustained outstanding performance in sub-specialty; “be the best version of yourself”
- Pursuit of life-long learning and ongoing specialty-specific & professional education
- Focused contributions as administrator, clinician or scientist that translates to quantifiable impact on the Navy’s primary mission of operational readiness

### ■ **Honor Our Heritage**

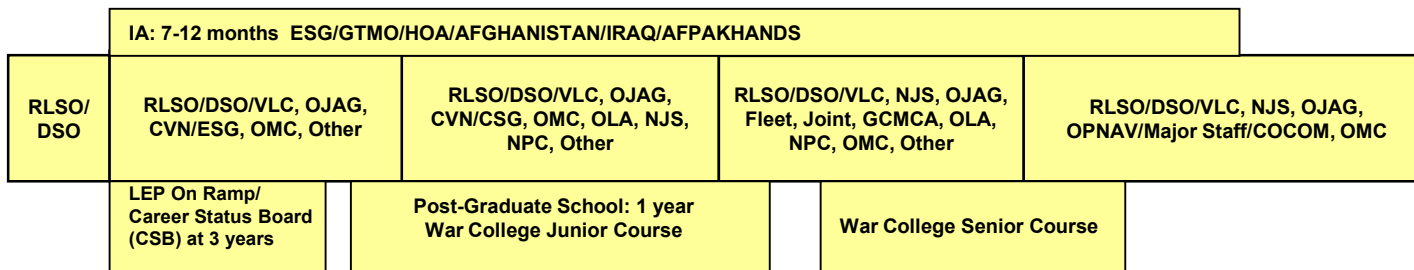
- Serve as educator/mentor within area of professional specialization
- Develop future leaders of competence and character; enrich community culture by incorporating customs and traditions of our Navy and our Corps.
- Exhibit career diversity through the ability to excel across a variety of assignments



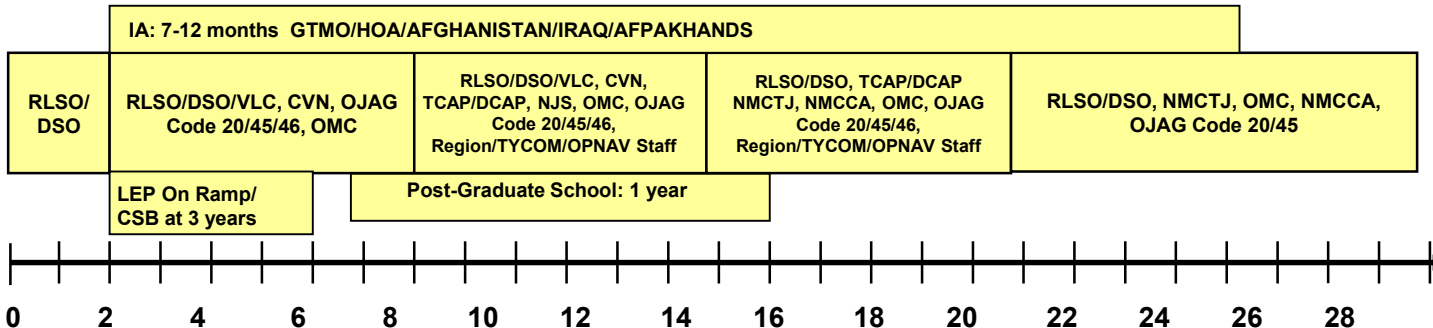
# Judge Advocate General's Corps

## Career Progression

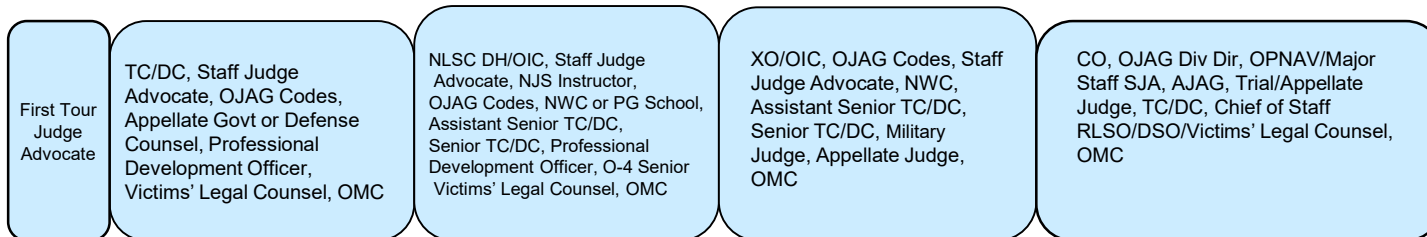
### General Practitioner



### Military Justice Litigation Career Track



### Typical Billees



The timeline represents years of service for a typical judge advocate. Exact timing may vary to accommodate community needs, especially during periods of community growth, and/or personal needs of the officer.



# Judge Advocate General's Corps

## *Community Values*

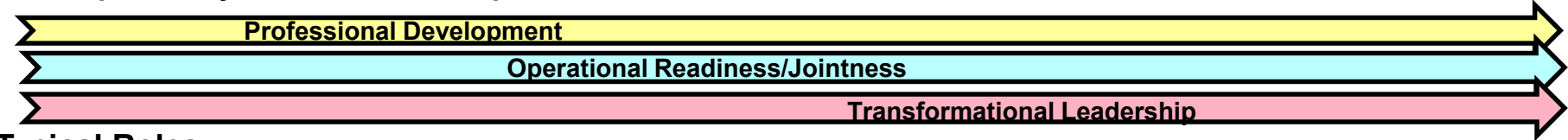
- **Valued achievements at all paygrades**
  - Demonstrated competence as a judge advocate commensurate with rank and experience
  - Demonstrated strength of character in performance; behavior consistent with Navy core values and attributes
  - Some geographic diversity; willingness to serve at sea, overseas, or outside fleet concentration areas
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Participation in JAG Community efforts: Victims' Legal Counsel Program, Professional Development Officer (PDO), and the Military Commissions
- **Valued achievements prior to COMMANDER**
  - While judge advocates are exempt from the statutory requirement, JPME I completion is strongly encouraged
  - Leadership or management experience; examples include NLSC Dep't Head, PDO, OIC, or similar position, or experience in personnel / community management
  - Cyber or intelligence operations experience during operational or staff assignments
- **Valued achievements prior to CAPTAIN**
  - Demonstrated expertise in leadership, teamwork, and mentorship of military and civilian personnel
  - For non-MJLCT officers, diversity of experience supporting DON and DoD missions
  - For MJLCT officers, technical proficiency and experience in senior criminal litigation positions
  - Demonstrated involvement within the JAG Community, including but not limited to innovation, leadership or other engagements positively influencing the JAG Corps



# Nurse Corps

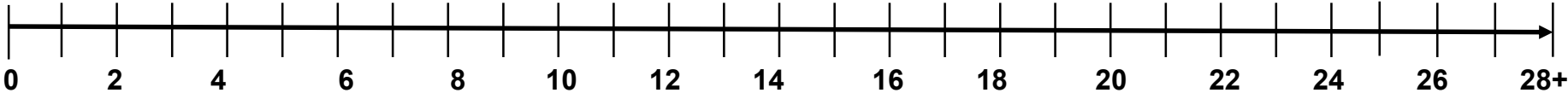
## Career Progression

Career paths may include: Clinical, Operational, Education, Research and/or Administrative

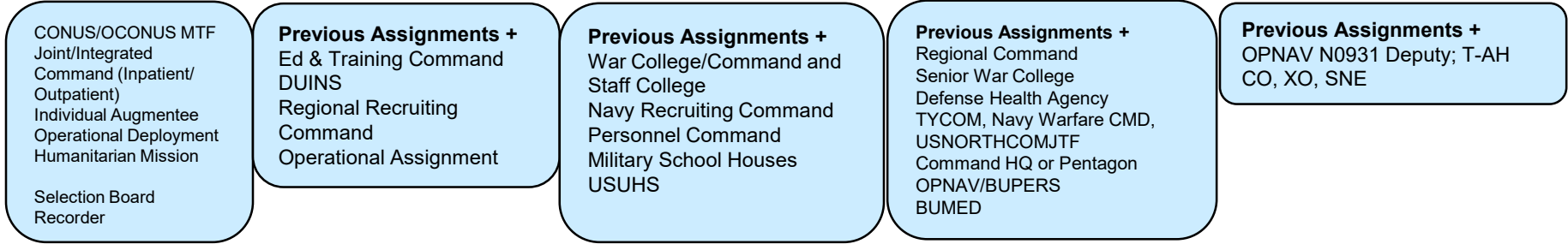


### Typical Roles

O1-O2 Trusted Leader	O3-O4 Motivational Leader		O5-O6 Inspirational Leader	
Nurse Resident Staff Nurse Charge Nurse Team Leader Assistant DIVO	<b>Previous Roles +</b> Advanced Practice Nurse (CNS/LIP) Clinic Manager DIVO/Assistant DH/DH Instructor Recruiter	<b>Previous Roles +</b> Staff Officer Nurse Researcher Specialty Leader Executive Assistant Detailer Faculty Member	<b>Previous Roles +</b> Officer in Charge Assistant Director Director TYCOM Force Nurse OPNAV/BUPERS BUMED	<b>Previous Roles +</b> Director XO/CO Post-Command Assistant Deputy Chief Deputy Chief Chief of Staff Fleet Surgeon/Force Surgeon



### Typical Assignments





# Nurse Corps

## *Community Values*

### ▪ Valued achievements prior to LIEUTENANT COMMANDER

- Sustained Superior Performance
- Assignments
  - Assume roles of increased responsibility in 3 domains of Professional Practice Model (PPM) (Professional Development, Operational Readiness, Transformational Leadership)
  - Diversity in duty station location, scope, complexity, and mission (CONUS, OCONUS, Small-large MTF, HQ, Branch Clinic, Academia, deployment/operational experience)
  - Clinical Expert – attained certification/recognized SME, maintains and grows operational skill sets at all times. Applies Evidence-Based Practice Principles in clinical and managerial environments

### ▪ Valued achievements prior to COMMANDER

- Sustained Superior Performance
- Assignments
  - Assume roles of increased responsibility in 3 domains of PPM commensurate with rank, active leader in clinical community of practice and measureable command contributions in and out of specialty/work area. Maintains operational skill sets at all times
  - Diversity in duty station location, scope, complexity, and mission (as above)
  - Advanced degree attained or enrolled and actively pursuing, maintains certifications and clinical competency. Uses, applies, and encourages juniors to utilize Evidenced-Based Practice Principles in clinical and managerial environments
  - Active mentor, develops others, promotes recruitment and retention of qualified officers
  -

### ▪ Valued achievements prior to CAPTAIN

- Sustained superior performance
- Assignments
  - Assume roles of increased responsibility/active leader in all aspects of Navy Medicine
  - Diversity in duty station location, scope, complexity, and mission
  - Achieved advanced degree, and maintains clinical competency
  - Models PPM principles (Professional development, Operational Readiness, Transformational Leadership)

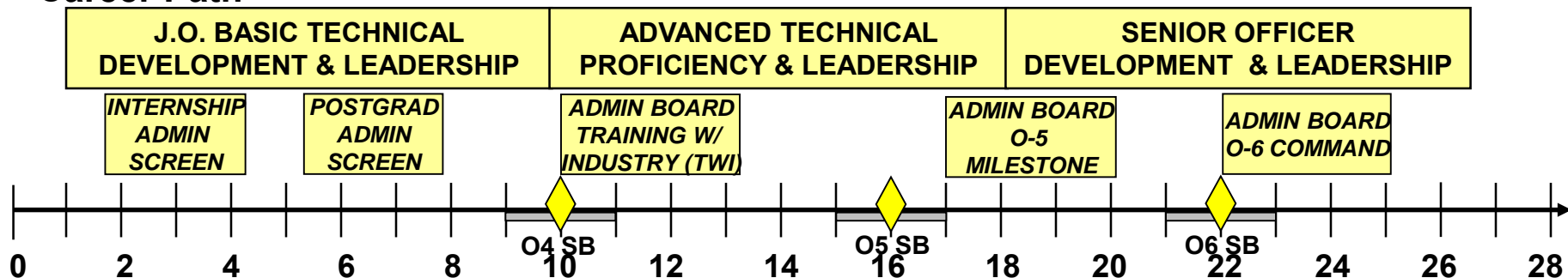




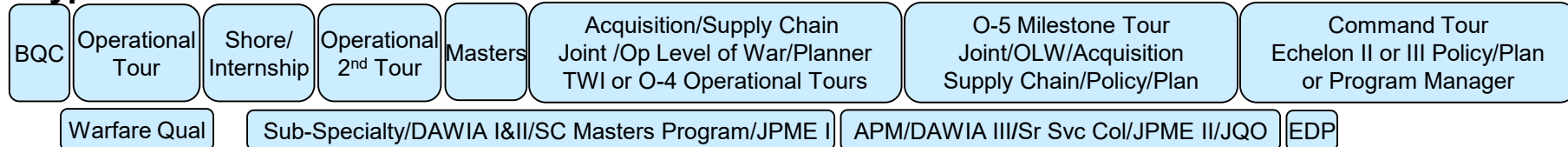
# Supply Corps

## Career Progression

### Career Path



### Typical Billets & Associated Milestones



### 3100 Principal Competencies

OPERATIONAL				SUPPLY CHAIN								Acquisition Corps (APM)				
JP1/2/3/M		OP Planner		1307		Petroleum Mgmt		1301		Supply Distribution Mgmt			AA1/2/3		Program Mgmt	
9L1/2		OLW Tour 1/2		3110/1		Financial Management/Compt		1302		Supply Chain Mgmt			AC1/2/3		Contracting	
920		Transportation Mgmt		3100		FM Exec MBA		1306		Acq/Contract Mgmt			AK1/2/3		Business Fin Mgmt	
9X1		C&S Log Off (MOC)		3211/2/3		Ops Research		1309		Logistics IT			AL1/2/3		Life Cycle Log	
				6511		OPNAV Requirements Mgmt										
JOINT/IA/GSA				OP TOURS				EDUCATION CODES				EXPERIENCE CODES				
JS2		Full Joint Tour		(JSS) JQO	928		1st Op Tour Compl		P	Navy Funded Graduate Degree			Q	(P) Degree followed by 18 Mo Tour		
JS7		JPME Phase I			92A		2nd Op Tour Assgn		G	Non-Navy/Meets min of 7 ESRs			F	(G) Degree followed by 18 Mo Tour		
JS8		JPME Phase II			929		2nd Op Tour Compl						S	18 Month (min) Experience Tour		
918		IA/GSA > 120 Days											R	Two Separate 18 Mo (min) Tours		
919		IA/GSA > 240 Days														



# Supply Corps

## *Community Values*

### ▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Warfare qualification
- Two operational tours at sea, expeditionary, or both (DH tour strongly encouraged)

### ▪ **Valued achievements prior to COMMANDER**

- Master's degree associated with Supply Corps competency (strongly encouraged)
- Experience in one and progress towards another Supply Corps competency (sub-specialty strongly encouraged)
- Tough visible tours that balance skillset development and operational experience, e.g., Large Afloat, HQ/OPNAV, Fleet Staff, TYCOM, SYSCOM, Weapon Systems Support, Fleet Logistics Center, and the Joint or DLA equivalents

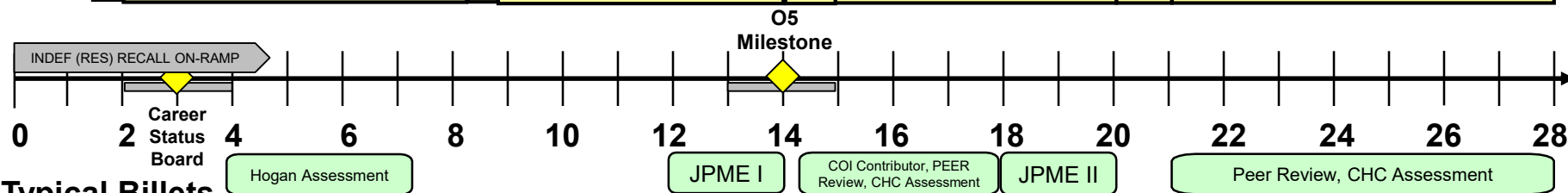
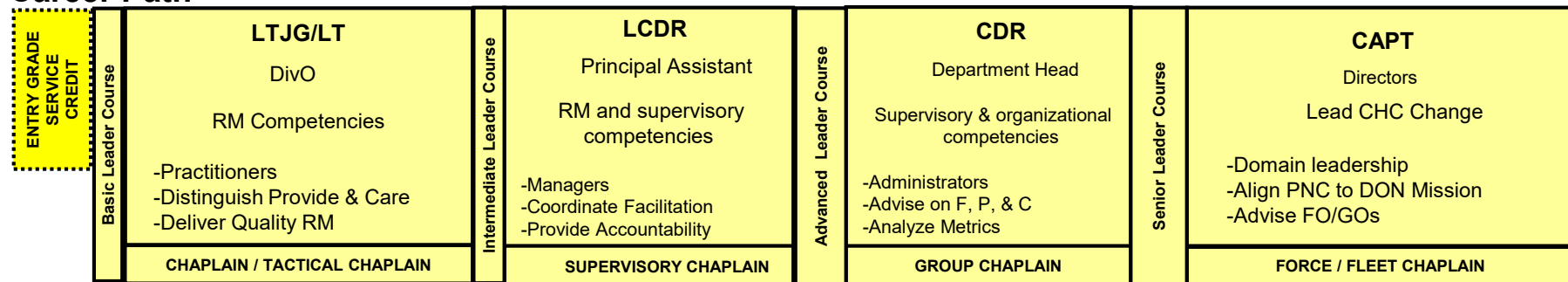
### ▪ **Valued achievements prior to CAPTAIN**

- Proven ability to lead and direct people (military and civilians) and organizations in tough, highly visible and challenging environments
- Expertise in one (i.e., fully developed sub-specialty) & experience in another competency (strongly encouraged)
- O-5 Milestone tour, e.g., Commander Command/Afloat (strongly encouraged)
- Joint Qualified Officer (JQO) or Acquisition Corps membership (strongly encouraged)

# Chaplain Corps

## Career Progression

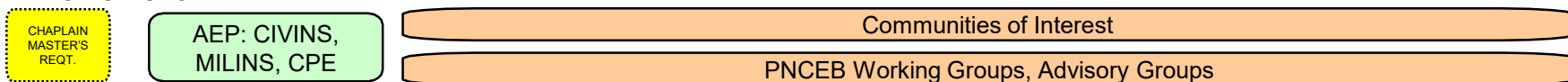
### Career Path



### Typical Billets

<b>SEA/OPS:</b> CVW, CVN, CG, OMC, DES/LCSRON, LOG, ESG, LHD, LPD, LSD, SUB, WING, NIOC, NMCB, SPECWAR <b>FMF:</b> BN, REGT, SQD <b>SHORE:</b> Installation, Base, CG District, Training Command, Hospital, CREDO, Recruiting, Brig, PEP	• Deputy at Fleet, Force, MEF, MSC, COCOM • CSG, ARG, FDNF, OPNAV staff, CREDO Director • Community: XO, Detailer	Echelon 1 staff, CFFC, CPF, Numbered Fleet, TYCOM, COCOM, CO, Detailer, MEF, MSC, CNIC, BUMED, Region, CG Area, Major Medical Facility
Arduous Duty, WG Member, Care AG AQDs	AQDs: FMFQO (55F), CPE(531)	CDR Milestone AQDs: 541, 548
DON Impact, Advisory Group Membership, COI Leader		

### Community Involvement



CPE: Clinical Pastoral Education  
 CIV/MILINS: Civilian/Military Institution  
 FMF: Fleet Marine Force

AEP: Advanced Education Program (Post Grad)  
 PNC: Professional Naval Chaplaincy  
 PNCEB: Professional Naval Chaplaincy Executive Board

CG: Coast Guard  
 BN: Battalion  
 REGT: Regiment

MSC: Major Subordinate Command  
 MEF: Marine Expeditionary Force  
 RM: Religious Ministry



# Chaplain Corps

## *Community Values*

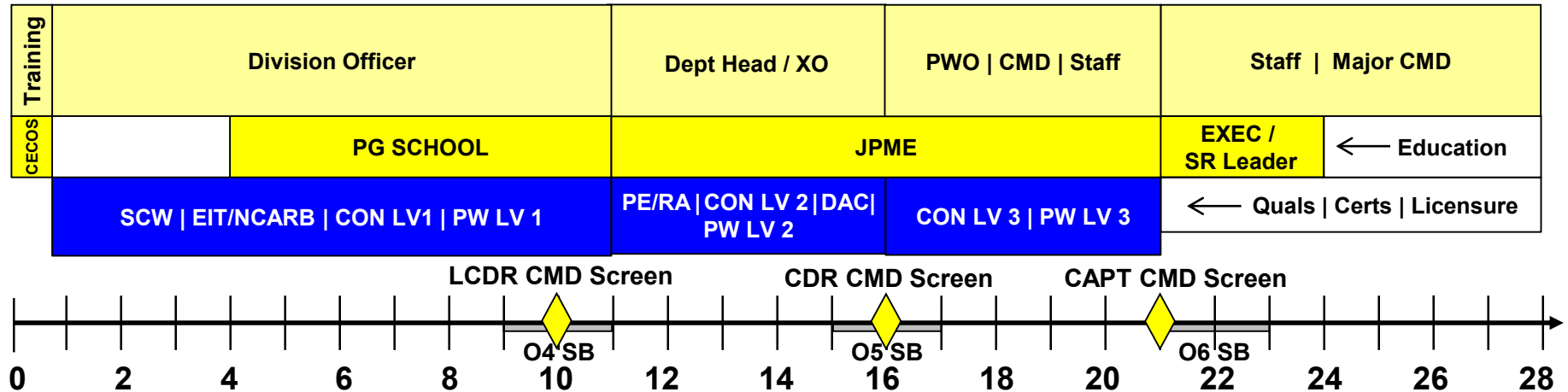
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Recognizes and leverages talent in others
  - Cooperates and collaborates
  - Assumes shared accountability for improving service delivery
  - Demonstrates creative and innovative thinking to find best solutions
  
- **Valued achievements prior to COMMANDER**
  - Adept at program management
  - Exercises accountability in managing USN/USMC/USCG resources
  - Strives for efficient, effective, high quality performance
  - Shows respect for religious and personal diversity
  
- **Valued achievements prior to CAPTAIN**
  - Understands the “big picture” and vision of the institution and Corps
  - Generates trust and credibility; displays honesty, integrity, and ethical behavior
  - Makes ethical decisions grounded in personal integrity
  - Uses interpersonal skills to build cooperative relationships



# Civil Engineer Corps

## Career Progression

### Career Path



#### TYPICAL FACILITIES MANAGEMENT, ACQUISITION, AND STAFF BILLETS

Project Engineer Construction Manager Assistant PWO	Production FEAD Director Asst OPS   APWO Staff	PWO   ARE Field Engineering Command (FEC) OPS / XO Camp David XO Staff / PPBE	FEC/EXWC/OICC/CSFE/CBC CO DC Staff LANT/PAC/FEC Staff Comb Cmd/FLT/USMC/HQ Staff
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#### TYPICAL EXPEDITIONARY BILLETS

Platoon Commander Detail OIC Company Commander	CBMU/UCT CO NMCB S7/S3/XO ACB B6/S7 Exped Staff	NMCB/NCTC CO ACB S3/XO NCG/NCR Staff NECC/CTF Staff	NCG/NCR/ACB CO Navy / USMC / Expeditionary Staff
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**No Golden Path: CEC Career requires balanced experience**



# Civil Engineer Corps

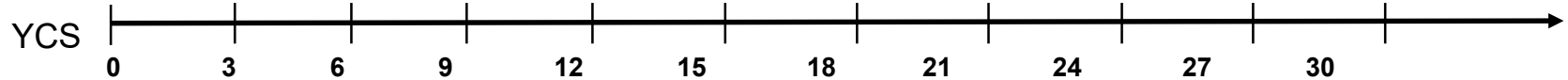
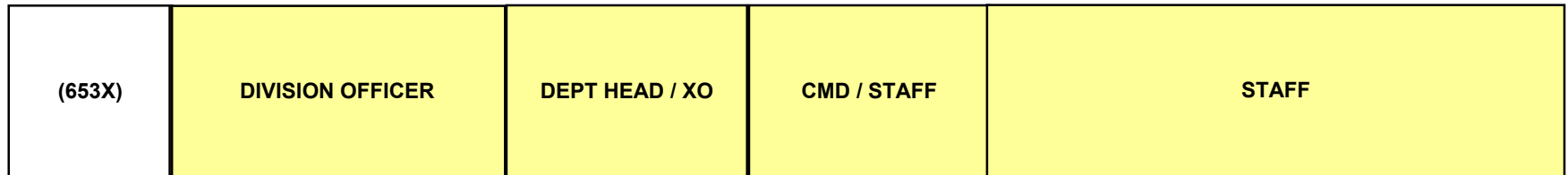
## *Community Values*

- **Sustained superior performance in leadership billets of increasing responsibility and complexity with diverse environmental and workforce experience**
- **Successful Command of Seabees, Facilities Engineering Command, or shore commands are pinnacle tours**
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Seabee Combat Warfare or other Warfare qualification
  - Experience in all primary CEC assignments (i.e. facilities management, acquisition, and expeditionary)
  - Professional certification commensurate with rank
    - Acquisition Level I
    - Completion of at least one Architecture Registration Exam or the Architecture Experience Program (for officers pursuing Registered Architect licensure)
    - Registration as Engineer in Training (for officers pursuing Professional Engineer licensure)
    - Public Works Level I
    - JPME Phase I
- **Valued achievements prior to COMMANDER**
  - Experience of increased responsibility and complexity in primary CEC responsibility assignments
  - Superior performance in Facility/Expeditionary/Staff tours
  - Professional certification commensurate with rank
    - Registered as Professional Engineer / Registered Architect
    - Continuing education to include post-graduate / master's degree relevant to CEC career path
    - Acquisition Level II
    - Public Works Level II
    - Acquisition Corps Membership
    - JPME Phase I and other technical certifications (e.g., LEED, CEM, PMP, or other similar and relevant)
    - Joint Tour
- **Valued achievements prior to CAPTAIN**
  - Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments
  - Superior performance in O-5 Command, Public Works Officer, and/or Major Facility/Expeditionary/Staff tours
  - Acquisition Level III
  - Public Works level III
  - JPME and other technical certifications (e.g., LEED, CEM, PMP, or other similar and relevant)
  - Joint Qualified Officer
- **Tours outside normal career path**
  - Superior performance in specialty-area billets (i.e., Ocean Facilities Program, Naval Special Warfare, Joint, etc.)



# Limited Duty Officer (Staff)

## Career Progression



Basic Technical  
and Tactical  
Qualifications

### Valued Career Credentials

Increasingly challenging technical and tactical leadership and management assignments.  
Life-long learning (Technical certifications and/or degree completion)

### Milestone Assignments

- O-1: Company Commander or equivalent
- O-2: Company Commander or equivalent
- O-3: OPS / XO / OIC  
NCG/NCR Staff  
Expeditionary Department Head / Staff  
Overseas Expeditionary Assignments / Staff  
CTF Staff  
EODMU
- O-4: CO / XO  
Expeditionary Staff
- O-5: CSO / CO  
Expeditionary Staff

### Administrative Screenings

Lieutenant Commander Command: LCDRs (2 opportunities)  
Executive Officer: LT (2 opportunities)  
LCDR (2 opportunities)  
Commander Command: CDRs (2 opportunities)  
CAPT Command: (2 opportunities)



# Limited Duty Officer (Staff)

## *Community Values*

- **Valued achievements at all paygrades**
  - Extensive and relevant expeditionary experience
  - Sustained superior performance in leadership billets of increasing responsibility and complexity
- **Technical specialty areas of NMCB/ACB/NCG/NCR/Operational Training and/or TOA management**
  - Combined/Joint experience in deployments
  - NECC assignments
- **Valued achievements prior to LIEUTENANT COMMANDER:**
  - Seabee Combat Warfare is mandatory (other warfare qualifications do not replace SCW)
  - Experience in expeditionary CEC assignments (i.e. NMCB, PHIBCB, UCT)
  - Higher education degree desirable
- **Valued achievements prior to COMMANDER:**
  - Additional experience of increased responsibility and complexity in primary CEC LDO assignments
  - Higher education degree to include JPME I
- **Valued achievements prior to CAPTAIN:**
  - Proven ability to lead and direct people and organizations in tough, highly visible, and challenging environments
  - Superior performance in O-5 Command
  - JPME I and other relevant certifications





# **FY-21 Active-Duty Chief Warrant Officer Community Brief Disclaimer**

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**This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.**

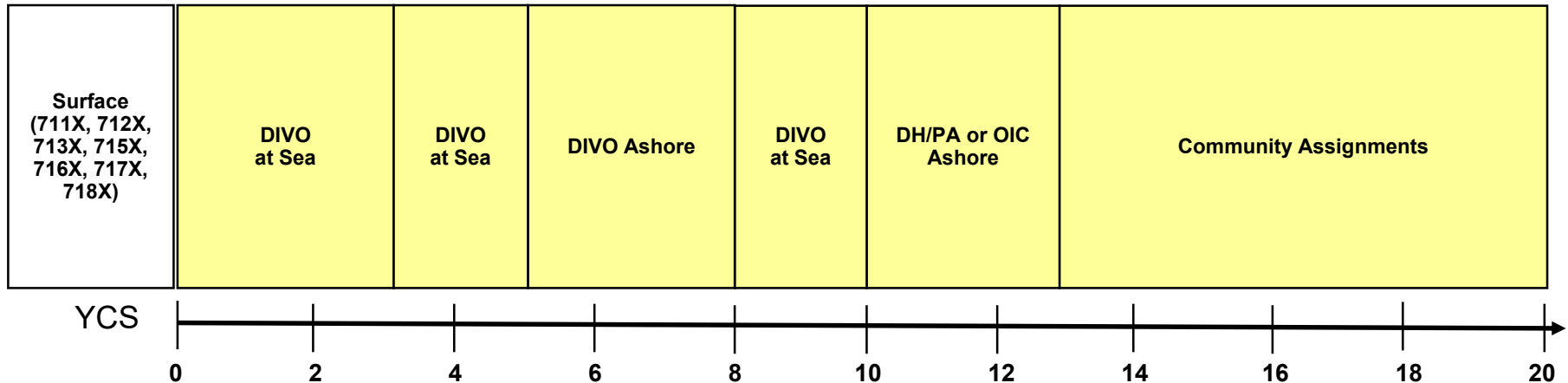
**Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.**

**ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY  
WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS  
BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-21  
STATUTORY SELECTION BOARDS.**



# Chief Warrant Officer (Surface)

## *Career Progression*



Basic/  
Intermediate  
Technical and  
Tactical  
Qualifications

Valued Career Credentials

Assignments are repetitive in nature. Increasingly technical and tactical assignments.  
Instructor, Inspector/Assessor, Repair/Production, or Technical/Tactical Specialist.  
Life-long learning (Technical certifications and/or degree completion)  
Manpower, Personnel, Training, and Education Tours (MPT&E).





# Chief Warrant Officer (Surface)

## *Community Values*

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### ▪ **Valued achievements prior to CWO4**

- Completed two successful Division Officer at-sea assignments
- Sustained superior performance while serving in at-sea assignments
- Sustained superior performance while serving in a highly technical Division Officer ashore or equivalent assignment

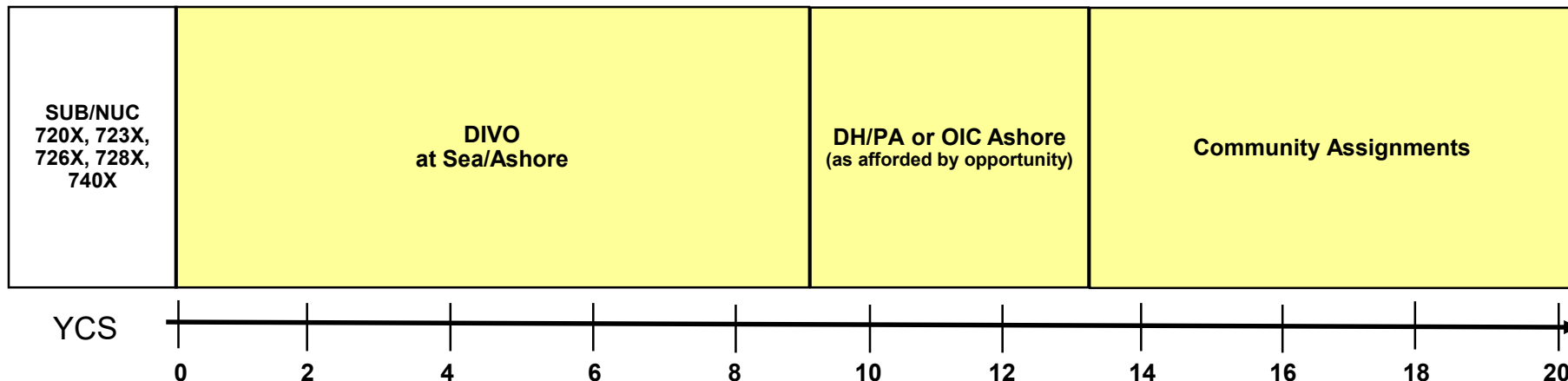
### ▪ **Valued achievements prior to CWO5**

- Sustained superior performance in CWO4 at-sea assignment
- Sustained superior performance while serving in community assignment
- Sustained superior performance in a highly technical Department Head ashore or an Officer-in-Charge assignment, if afforded the opportunity



# Chief Warrant Officer (Subsurface)

## *Career Progression*



Basic/  
Intermediate  
Technical  
Qualifications

### Valued Career Credentials

Assignments are repetitive in nature. Increasingly technical assignments.  
Instructor, Inspector/Assessor, Repair/Production, or Technical Specialist  
Life-long learning (Technical certifications and/or degree completion)

CWO2

CWO3

CWO4

CWO5



# Chief Warrant Officer (Subsurface)

## *Community Values*

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### ▪ **Valued achievements prior to CWO4**

- Completed successful Division Officer assignments
- Sustained superior performance while serving in a highly technical Division Officer or equivalent assignment

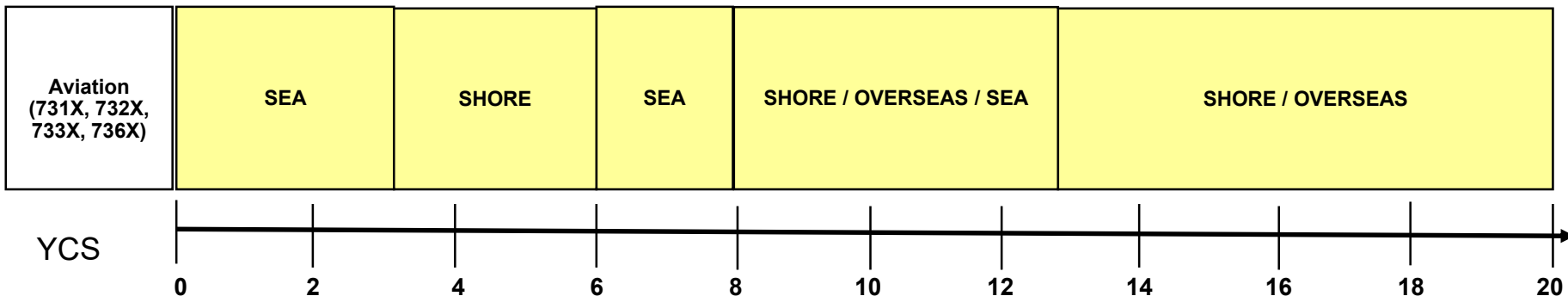
### ▪ **Valued achievements prior to CWO5**

- Sustained superior performance in a CWO4 assignment or community assignment
- Sustained superior performance in a highly technical Department Head ashore or an Officer-in-Charge assignment



# Chief Warrant Officer (Aviation)

## Career Progression



### Valued Career Credentials

Assignments are repetitive in nature. Increasingly technical assignments.  
Continued education (Technical certifications and/or degree completion).  
Acquisition LVL I/II/III with opportunity.

CWO2

CWO3

CWO4

CWO5

### Milestone Assignments

#### **731X:**

CWO3 – CNATTU GEN INST, AIR OPS SHR ACT, FUEL DEPOT, TRNG SCHOOL DIV O

CWO4 – CVN FUEL/ALRE MO/AIR BOS'N, PRE INSURV INSP, AIR FIELD BOS'N, CNATTU

#### **732X:**

CWO3 – TOC Watch Officer/OIC (If available)

CWO4 – CCSG/TYCOM Staff/PATWING INTEL/CNATTU, OIC (If available)

### Milestone Assignments (Continued)

#### **733X:**

CWO3 – WING STAFF, OIC, CNATTU, AMO/MMCO/QAO/MCO/DIV O, CNATTU, SAFETY CTR.

CWO4 – CNATT DET OIC, L CLASS, NATTC, BUPERS S/D, AMO/MMCO/QAO/MCO/DIV O, NAVAIR, CNATTU.

#### **736X:**

CWO3 – SQD GUNNER, LHA/D GUNNER NMC, WPNS SCHOOL, FRC

CWO4 – CVN AIR GUNNER, SQD GUNNER, NSAWC GUNNER, FRS, WPN SCHOOL



# Chief Warrant Officer (Aviation)

## *Community Values*

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### ▪ **Valued achievements prior to CWO4**

- Successful Division Officer assignments
- Sustained superior performance while serving in at-sea assignments
- Sustained superior performance while serving in a highly technical Division Officer or equivalent assignment

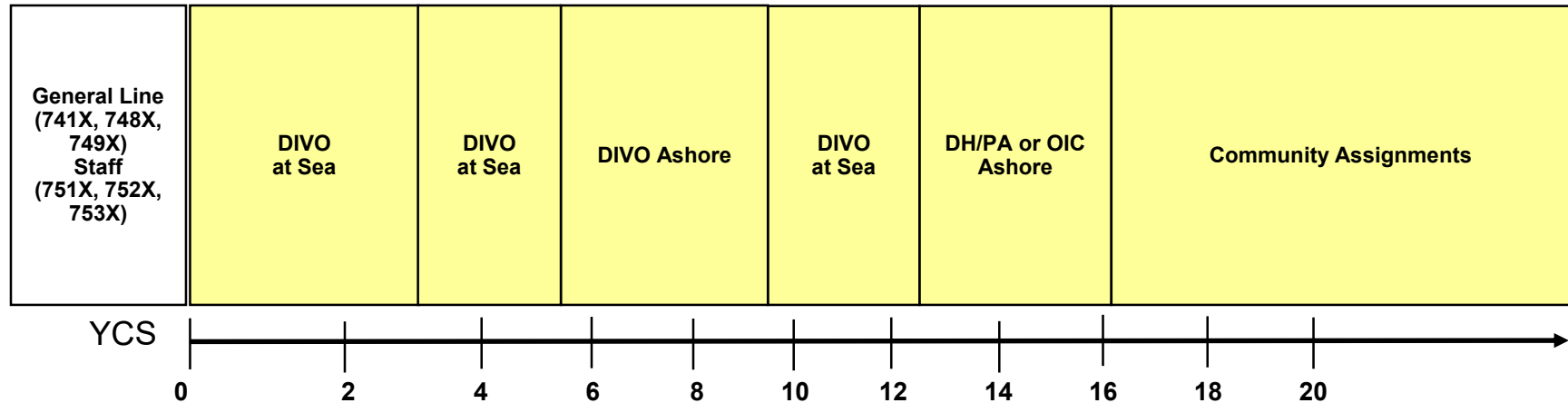
### ▪ **Valued achievements prior to CWO5**

- Sustained superior performance in increasingly challenging technical management assignments
- Competitive breakouts when ranked among peers
- Noteworthy performance while serving as OIC ashore (limited opportunity for OIC billet)
- Acquisition level I/II/III completed w/opportunity (very limited opportunity)



# Chief Warrant Officer (General Line/Staff)

## Career Progression



Basic/  
Intermediate  
Technical and  
Tactical  
Qualifications

### Valued Career Credentials

Assignments are repetitive in nature. Increasingly technical or tactical assignments  
Instructor, Inspector/Assessor, Manpower/Pay, NAVSUP/TYCOM Policy, Technical/Tactical Specialist.  
Life-long learning (Technical certifications and/or degree completion)  
Manpower, Personnel, Training, and Education Tours (MPT&E).

CWO2

CWO3

CWO4

CWO5





# Chief Warrant Officer (General Line/Staff)

## *Community Values*

### ▪ **Valued achievements prior to CWO4**

- Completed one successful Division Officer at-sea assignment
- Sustained superior performance while serving in at-sea assignments
- Sustained superior performance while serving in a Department Head ashore or equivalent assignment

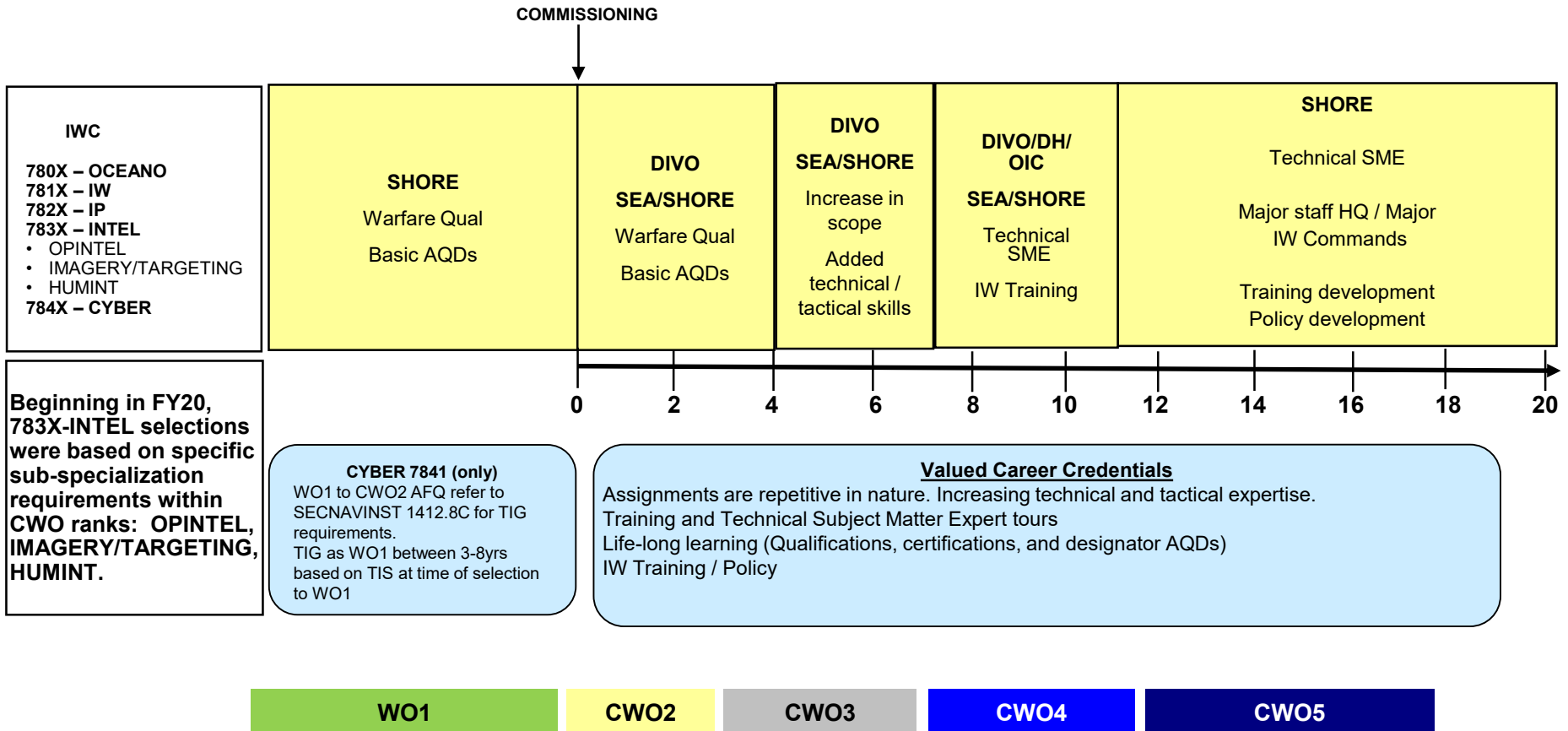
### ▪ **Valued achievements prior to CWO5**

- Sustained superior performance in CWO4 at-sea assignment
- Sustained superior performance while serving in community assignments
- Sustained superior performance in a highly technical Department Head ashore or an Officer-in-Charge assignment (limited opportunity)



# Chief Warrant Officer (Information Warfare)

## Career Progression





# Chief Warrant Officer (Information Warfare)

## *Community Values*

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### ▪ **Valued achievements prior to CWO4**

- Documented technical expertise
- Information Warfare qualification
- Continued professional development (technical certifications/ qualifications/ designator-specific AQDs)

### ▪ **Valued achievements prior to CWO5**

- Technical subject matter expert
- Documented superior performance in positions with broad impact on Navy IW systems and personnel
- Continued professional development (technical certifications/ qualifications/ designator-specific AQDs)